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15 September 1977

MEMORANDUM FOR: Chief, Information Services Staff

FROM

Charles A. Briggs

DDO Information Review Officer

SUBJECT

Appreciation

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- 1. As you know well, on September 19th, I turn over responsibility for release or denial of DDO documents under the Freedom of Information and Privacy Acts. The experience has been both frustrating and challenging, epitomizing the issues in transition from a totally classified past to a new intelligence environment yet to be defined. The tension in law between protection of sources and methods and more open government was apparent, daily, to those involved; good case law was made as we sought to adhere to both principles and to regain, through this process, some credibility for the Agency.
- 2. I've tried in the past to convey my appreciation for the truly magnificent support I got from what is now the Privacy and Information Action Group, through recommendations for the Unit Citation subsequently awarded by the DCI, through QSI's and promotions, and through personal comment. All have worked long hard hours and all, those now in PIAG and those who have left, deserve credit for their professional efforts in this arena; I want to express my thanks to you for the assistance your people gave to me as the DDO Information Review Officer.
- 3. At the risk of being unfair to some who are more recent arrivals, I want to express particular and very personal thanks to Win Brown, Cis Cass, Lou Dube, Mary Felton, Doris LeBaron, Fred McCann, Karen Rice, Helen Stilson, Jon Wolfe and Mack Wood.
- 4. My debt to Fred Randall and Andy Addona has been made a matter of record on several occasions. Let me just note here that any supervisor who has had the kind of qualitative backing that those two gentlemen gave me is fortunate indeed.

For OPF, Randall, Frederick

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- 5. In addition to the PIAG crowd, Paul Haefner's people have had the endless and repetitive job of searching the CHAOS files and helping me deal with that most sensitive aspect of past history. Please express my thanks to them and, most particularly, to Paul himself.
- 6. Finally, let me make special note of the contributions from Joe Gigliotti and the retired officers handling the OSS records requests. Their particular expertise was a welcome addition to the staff support received.
- 7. I'm sure all will give Bob Owen, in his new role, the same high quality support that they gave to me. To state the obvious, although the win record is quite good, the race is still on.

Charles A. Briggs

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## CONFIDENTIAL.

12 February 1976

MEMORANDUM FOR: Chairman, DDO Evaluation Board

THROUGH:

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SUBJECT:

Promotion Recommendation - Frederick C. Randall to GS-15

- 1. This memorandum constitutes a formal recommendation that Fred Randall, GS-14/8, now Chief of the DDO Privacy Information (DDO/PIC) unit in Services Staff, be promoted to GS-15. The position calls for that grade.
- 2. Mr. Randall is 49 years of age; entered on duty in CIA in September 1951 as a GS-7 assigned to OSO/FDZ. He is married; has four children, served briefly in the Air Force (1945-46); has an AB in Government, an AM in Foreign Affairs, and was a PhD candidate in International Relations. His Agency service was in FE from 1953 to 1965, including overseas tours in Djakarta and Tokyo; in DOD/FRD from 1965 to March 1975, including 2 years in the DC field office; his current assignment dates from 16 March 75. His date of grade is June 1967.
- 3. The specifics of Mr. Randall's current assignment and all the superlatives about it I have just recounted in a fitness report which I prepared today, as well as in a QSI recommendation (approved) of October 1975 and an out-of-cycle promotion recommendation dated 8 August 1975. I rate his performance Outstanding and refer the reader(s) to the reports cited for details. I would note here that Mr. Randall changed his home base and functional category in November of 1975 and was rated number 1 of 4 Category C nominees from this Staff by all four members of the SS Panel. I would note further that when I submitted my August 75 out-of-cycle promotion recommendation, Mr. Randall's career designation was B/OG; given his personal circumstances the DDO suggested that Randall change his career designation to become more competitive "and have an excellent chance on the next go round." The QSI suggestion then resulted.
- 4. As the individual responsible for releasing or denying thousands of DDO documents in response to FOIA requests, and subsequently answering for DDO decisions in affidavits and court depositions. I know how well Fred does his work and how richly he deserves this promotion to GS-15.

Charles A. Briggs Chief, Services Staff

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### S-E-C-R-E-T

FR 73-228

MEMORANDUM FOR: Deputy Director for Operations

**SUBJECT** 

Appointment of Mr. Frederick C. Randall as Chief, Branch III, Foreign Resources Division

- 1. The appointment of Mr. Frederick C. Randall as Chief, Branch III, Foreign Resources Division, effective on or about 11 June 1973, is recommended.
- 2. Mr. Randall has been an employee of the Agency since September 1951 and is presently assigned to Branch II, Foreign Resources Division, as the Desk Officer in support of Los Angeles and San Francisco Bases. A copy of his biographic profile and the last two fitness reports are attached.

Walter L. O'Brien

Chief
Foreign Resources Division

Attachments

1. Biographic Profile (Parts 1 and 2)

2. Fitness Reports (2)

The recommendation in paragraph 1 is APPROVED:

Deputy Director for Operations

10 July 197

5-E-C-A-E-T

## CONFIDENTIAL

8 August 1975

MEMORANDUM FOR: Deputy Director for Operations

SUBJECT:

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Out-of-Sequence Promotion Recommendation:

Fred Randall

1. We've spoken of the need to look further at both Agency and DDO implications of the Freedom of Information Act and, now, the Privacy Act, including the increased number of appeals and litigation cases, and of the logic of collecting a coterie of deponents or affiants to take some of the load off of both you and me. The grade level of the appeals officers and the deponents must include 14's and 15's, to incorporate the necessary clout with the divisions and judgment vis-a-vis release of information to the outside world.

- 2. Fred is a GS-14/7. He had just come to me at the time of the last GS-15 panel exercise and had not been recommended for promotion by FRD. I consider his performance over the past 6 months to have been Outstanding. He is head and shoulders above the other directorates' FIOs; I have considerable laudatory testimony from OGC, OLC, O/DDA and within the DDO as to his professionalism, tact, persuasiveness, analytic skills and realistic, while tough-minded, protection of DDO sources and methods. This includes occasional arm-wrestling with DDO branch/division/staff chiefs, OGC and OLC lawyers, FBI contacts and others above his current grade level.
- 3. I have discussed this proposed out-of-cycle promotion recommendation to GS-15 with Ev, who, in turn, has mentioned it to Gordon. The return signals I got sounded positive.
- 4. I do, therefore, recommend that you approve Fred's promotion to GS-15, effective as soon as the action can be cut.

/s/ Charles A. Brings

Charles A. Briggs Chief, Services Staff

CONFIDERTIAL

CONTINUENTIAL

17 NOV 375

MEMORANDUM FOR: Frederick Randall

SUBJECT : Quality Step Increase

- 1. My congratulations on the award to you of a Quality Step Increase. This award is in recognition of superior sustained performance and reflects great credit on you and the job you have been doing.
- 2. I am confident that your future performance will be of continuing high quality.

With personal best wishes,

William E. Nelson
Deputy Director for Operations

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ATTACHENT B

MEMORANDUM FOR: Frederick Randall

SUBJECT .

Acknowledgment of Evaluation Board Career Category

REFERENCE

Evaluation Board Procepts for Your Grade

1. Based upon an examination of your assignments and duties, and after considering likely future assignments, you have been placed in the following career category for Evaluation Board purposes. Precise definitions of the categories are contained in the Evaluation Board precepts for your grade.

CATEGORY	C

- 2. If you believe that you have not been placed in the correct category because the substantive content of your job more closely approximates another category or because you have made a permanent change of career track; please take the matter up through your command channel to secure the concurrence of your Home Base component to a change of your category. Previously assigned and acknowledged categories will remain in effect until a fully executed acknowledgment of change is received by the Career Management Group.
- 3. A category change should not be initiated for the period of a temporary, training or rotational assignment unless a permanent change of career track will follow.
- 4. Please sign and data this notification in the space provided and return it to your Home Base component through command chinnels.

ACKNOWNEDGED:

ALERIAL P. Landall

Signature of Auscessen

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MEMORANDUM FOR: Chairman, Clandestine Services

Career Service, Section A

SUBJECT :

Frederick C. RANDALL, Recommendation for

Promotion to GS-14

- 1. It is recommended that Frederick C. Randall be promoted from GS-13 to GS-14. Subject is 40 years old and began his Agency career in 1951. He has been a GS-13 since 1958. He entered on duty at the Washington Base (then Washington Station) in August 1965.
- 2. Subject is responsible for Washington Base operational activity directed against FE Division targets, He replaced one GS-14 officer and one GS-13 officer who shared this responsibility before Subject's arrival. Since Subject's EOD at the Base, the tempo and quality of operations against FE targets has increased greatly. the period before Sukarno's overthrow in October 1966, positive intelligence reporting from two agents handled by Subject (WUSHARK and WUFLY) made significant contributions to WOFACT assessments of Indonesian events. Reporting in recent months continues to be useful to Djakarta and, in the case of WUSHARK, Subject has brought an agent to the point of being willing to request posting to Peking to cover FE targets there. Subject has an encyclopedic knowledge of Asian history and current events, and his handling of Asian agents has shown excellent sophistication, perception and maturity. He has been systematic in his exploitation of the total capabilities of his agents and contacts and has not been content to limit himself to procurement of positive or operational intelligence from their own embassies or countries. At the request of the local FBI office, Subject has guided one of his agents (WUFLY) into a close relationship with a Soviet Bloc intelligence officer and the FBI has expressed its appreciation for Subject's professional handling of this and other cases in which he has

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been involved on its behalf. Subject has an excellent CE mind and a healthy scepticism at all stages of any operational situation. His analysis and handling of the WUAPEX case is cited by way of demonstration of his willingness and ability to probe in painstaking fashion before committing the Agency; his careful debriefing and interrogation of WUAPEX were key factors in the ultimate decision not to plunge ahead on this controversial case. His poise and tact in the development of the sensitive WUTHAL operation has resulted in Agency acquisition of a well-placed agent within the Burmese Embassy at a time when contacts with official Burmese are extremely difficult. Subject is officially registered in the American University Graduate School and makes excellent use of the academic cover thus acquired to supplement his official cover when such is deemed advisable (as in the WUTHAL case).

3. An examination of Subject's file shows that he has been recommended for promotion to GS-14 a total of seven times (four by FE Division and, with this request, three times by DO Division). Aside from the fact that he is definitely performing at the GS-14 level, we believe this to be an important factor to be considered in the present promotion request.

RUDOLPH E. GOMEZ

COB, WASHINGTON

APPROVAL RECOMMENDED

SECRET

14 Merch 1967

MEHORANDUM FOR: Hr. Proderick Randell

SUBJECT: Notification of Designation as a Participant in the Organization Retirement and Disability System

Recent correspondence on the above subject informed you that I had determined that you mat the criteria specified in the applicable regualtion for designation as a participant in the Organization Retirement and Disability System. On the basis of this determination and your recently executed election to remain in the System, you designation as a participant was made effective 12 March 1967.

/s/ Director of Personnel D-24 SECRET

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MEMORANDUM FOR:

Chairman, Clandestine Services

Career Service, Section A

SUBJECT

Frederick C. RANDALL, Recommendation

for Promotion to GS-14

1. It is recommended that Frederick C. Randall be promoted from GS-13 to GS-14. Subject is in Step 6 of his grade and has been a GS-13 since 1958. He entered on duty at the US Station in August 1965. A current Fitness Report is attached.

2. Subject's file indicates that he has been recommended for promotion five times: four times by his superiors in FE Division when he served in Japan, and once by the US Station in February 1966. While realizing that the 13 to 14 jump is traditionally difficult we feel that Subject's performance over the past year, when coupled with a consistently high calibre of work in previous years, deserves much-belated recognition in the form of a promotion. He continues to be responsible for the US Station's efforts to exploit the Far Eastern target, and his years of overseas experience against this target have been reflected in a realistic and imaginative approach to operations in the United States. His operational activity has required the handling of persons of varied nationality and stature, close contact with Headquarters representatives, liaison with the Washington Field Office of the FBI, and liaison with the US Air Force. His performance has been uniformly "Strong" and his handling of the HASHARK case has been outstanding. HASHARK, an Indonesian diplomat, has been a contact of the Agency for years, but it was not until his arrival in Washington and his handling by Subject that he began to produce solid intelligence on his own country. Subject's work on this case has received a well-deserved commendation from Headquarters.

SFREET



Subject's excellent relations with colleagues in FE Division have been of considerable value in helping the US Station to adjust its operational activity in the FE field to current and changing requirements. He has clearly been performing at the GS-14 level for some time and we urge that this promotion request be favorably considered at the earliest possible meeting of your panel.

JOSEPH BULIK ACOS/US

APPROVAL RECOMMENDED

A Chief, Do Division

Jet affrage

14 FEB 1966

MEMORANDUM FOR: Chairman, Clandestine Services Career Service,

Section A.

SUBJECT

Frederick C. RANDALL - Recommendation for

Promotion to GS-14

1. It is recommended that Frederick C. Randall be promoted from GS-13 to GS-14. Subject is 39 years old and began his Agency career in 1951 as a GS-7. He has been a GS-13 since 1958. He entered on duty at the US Station in August 1955. A current Fitness Report is attached.

2. As the attached Fitness Report indicates, Subject is a real plus for the US Station's efforts to exploit the Far Eastern target locally. His years of experience in the handling of a variety of Oriental nationals abroad has already resulted in a much more realistic approach to local FE targets than was the case before his arrival. In addition to the professional competence and area knowledge which Subject brings to his present position, he has an imaginative approach to operational problems and a high enthusiasm for his work. His excellent relations with colleagues within FE Division have been of considerable value in helping the US Station adjust its operational activity in the FE field to current requirements. One final—and strong—factor arguing for his presection to GS-14 at this time; he has been in grade eight years and has been recommended for promotion four times by previous supervisors when he was on FE Division rolls.

Harry A Rositzke Schief of Station, U.S.

APPROVAL RECOM-MADED:

C. Pracy Barries, Chief, DO Division

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机器等 MEMORANDUM FOR: FE Career Management Committee

SUBJECT:

Recommendation for Promotion of Mr. Frederick C. Randali from GS-13 to GS-14

1. Since Mr. Frederick C. Randall joined the Agency in September 1951, he has served in Headquarters and the Field, where he worked optimarily on Indonesian and Japanese affairs. He is currently assigned to Tokyo Station. Mr. Randall has been in grade as a GS-13 since September 1953. He has been recommended three times for promotion to GS 14 since September 1963. Mr. Randall is 33 years old.

- 2. Mr. Randall's primary duty at the Tokyo Station is Station PBRAMPART responsibilities. These responsibilities are broad and highly important to all PSRAMPART relations throughout the Far East. Through Mr. Randall's intensive effort to strengthen and increase the Agency's role in the occidination of claudestine collection activities, he has been able to get a positive pottern of effective procedures for crordination of the military services: clandestine collection operations. These procedures are now emulated wherever possible direnghout the Fur Emrt. Mr. Randa'va tenacily and pattence, based on solid operational Field and Razdquarters' experience, have worked to a distinct advantage for the Agency in the PBRAMPART field. Chief of Station, Tokyo, has stated that the vast improvement in the toes, coordination business has been in large part due to Mr. Rondall'n good work. Further, ha a supervisor and a manager Mr. Randell has quite successfully handled from ten to filinen subordinates in such diverse functions ad Central Registry - loc d This establishment. Agency participation in a multi-agency CI Responsery. and in Agrange can much agency Central Carding facility.
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responsibilities. In the most recent recommendation, Chief of Station, Tokyo emphasized that Mr. Randoll's performance was characterized by exceptional proficiency in all respects of his assigned duties, and, therefore, endorsed his previous recommendation, and atrongly recommended Mr. Randall's promotion to GS-14 at an early date.

- 4. In the most recent fitness report on Mr. Randall, he was rated over-all "Strong" and was given "Outstanding" for the Specific Duty Number One, "PBRAMPART Officer," In the narrative comment on Mr. Randall's performance the rating officer characterized Mr. Randall as capable, "mattle, and as having a fine career potential. Further, the rating officer stated that "because of his sound operational background, presence of mind, forceful reasoning, and the consideration the inilitary therefore helds for him. Mr. Randall has been able to play a prime part in our excellent PBRAMPART posture." The Chief of Station, in commenting on the rating officer's fitness report on Mr. Randall, heartly concurred with the rating officer's description of Mr. Randall's performance and described Mr. Randall's contribution to the Station as being of the highest caliber.
- 5. In endorsing the recommendation of Chief of Station, Tokyo, I wish to add that, from my personal knowledge of Mr. Randa'l's performance, he is a thoroughly reliable and competent case officer. In watching the PBRAMPART activities during the past year, I strongly commend Tekyo Station and Mr. Randall for effecting certain improvements of what was already a rather efficient econfination process. Mr. Randall's job is not always a happy one because he would rather be more active in clardestine operational activities; however, if Tokyo Station had a less experienced end less competent officer handling the PBRAMPART coordination activities, this particularly important area of our responsibilities would certainly suffer. For this and the ceasers set forth above, Mr. Randall's performance deserves recognition by a promotion to GS-14 at this time.

Clarace W. Edwards Chica FRI IKO

23 March 1964

MEMORANDUM FOR: FE Career Management Committee

**BUBJECT**:

Recommendation for Promotion of Mr. Frederick C. Randall from G3-13 to G3-14

- 1. Since Mr. Frederick C. Randall joined the Agency in September 1951, he has served in Headquarters and the Field, where he worked primarily on Indonesian and Japanece affairs. He is currently assigned to Tokyo Station. Mr. Randall has been in grade as a GS-13 since September 1953. He has twice been recommended for promotion to GS-14, cace in September 1963 and again in February 1964. Mr. Randall is 37 years old.
- 2. Mr. Randall's primary duty at the Tokyo Station is Station PBRAMPART responsibilities. These responsibilities are broad and highly important to all PBRAMPART relations throughout the Far East. Through Mr. Rendall's intensive effort to strengthen and increase the Agency's role in the coordination of clandestine collection activities, he has been able to set a positive pattern of effective procedures for coordination of the military services' claudestine collection operations. These procedures are now being emulated wherever possible throughout the Far East, Mr., Randall'n tenacity and patience, based on solid operational Field and Headquarters experience, have worked to a distinct advantage for the Agency in the PBRAMPART field. Chief of Station. Tokyo, has slated that the vast improvement in the local coordination business han been in large part due to Mr. Randall's good work. Further, on a supervisor and a mainiger Mr. Bandall has quite successfully handled from 10 to 15 subordinates in such diverse functions as Central Registry, local TSO establishment. Agency participation in a multi-agency CI Repository, and an Agescy-run multi-agency Central Carding facility,

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- 3. During Mr. Randall's total service at the Tokyo Station, he has demonstrated his adaptability and capability to carry out a variety of tasks in an exemplary manner. In a previous recommendation, Chief of Station, Tokyo, described Mr. Randall as an officer capable of assuming greater responsibilities. In the most recent recommendation, Chief of Station; Tokyo, emphasized that Mr. Randall's performance was characterized by exceptional proficiency in all respects of his assigned duties and, therefore, endorsed his previous recommendation, and strongly recommended Mr. Randall's promotion to GS-14 at an early date.
- 4. In endorsing the recommendation of Chief of Station, Tokyo, I wish to add that, from my personal knowledge of Mr. Randall's performance, he is a thoroughly reliable and competent case officer. In watching the PBRAMPART activities during the past year, I strongly commend Tokyo Station and Mr. Randall for effecting certain improvements of what was already a rather efficient coordination process. Mr. Randall's job is not always a happy one because he would rather be more active in clandestine operational activities; however, if Tokyo Station had a less experienced and competent officer handling the PBRAMPART coordination activities, this particularly important area of our responsibilities would certainly suffer. For this and the reasons set forth above, Mr. Randall's performance deserves recognition by a promotion to GS-14 at this time.

Olanne M. Entratel

Clarence W. Edwards Chief, FE/JKO PROCESSIONS

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- & DITT-18761, dated 30 August 1833
- B. 1977-1200, dated 10 Jensey 1904
- L i wish to endorse my earlier recommendation that Regh W. FILDERMAN be presented from CB-V to CB-14. Reference A discusses in detail FILDERMAN's responsibilities at the 174.70 Station and little more can be added to what has allowed between acids.
- 2. Filderian's Pieces Report for the reporting period ending all December 1863 which was forwarded with reference 2, emphasises that his performed to characterised by emphasic proficiency in all exposts of the emphasis delice. I therefore strongly resonanced his promotion to GS-14 at an early date.

EMEST A. LISHY

2007

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19 September 1963

**NEMORANDUM FOR: FE Career Management Committee** 

SUBJECT:

Recommendation for Promotion of Mr. Frederick C. Randall from GS-13 to GS-14

1. Mr. Frederick C. Randall joined the Agency in September 1951 and has served in Hendquarters and the Field on Indonesian and Japan affairs. He is currently assigned to Tokyo where he is chief of a section concerned with PBRAMPART and operational support activities. Mr. Randall has been in grade since September 1958 and was recently recommended for promotion to GS-14 by Tokyo Chief of Station.

- 2. In handling his primary duty, Station PBRAMPART responsibilities, Mr. Randall has set a pattern and established procedures which have been copied throughout FE Division. His work with his military colleague in Tokyo is excellent and his unassuming patience based on solid experience continues to be a distinct advantage for the Agency in the PBRAMPART field in Japan. The vast improvement in the local coordination business has been in large part due to his good work. As a supervisor and manager he has quite successfully handled from ten to fifteen subordinates in such diverse functions as Station Central Registry, local TSD establishment, Agency participation in a multi-agency CI repository, and an Agency run multi-agency central carding facility.
- 3. In his two years at the Tokyo Station, Mr. Randall has shown himself to be an adeptable officer and has carried out a variety of tasks in an exemplary manner. In his recommendation, Tokyo Chief of Station said Mr. Randall han demonstrated that he is ready to assume greater responsibilition and that a commensurate increase in OS grade is in order.

Approved by G. Cores Service front Parameter (19)

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4. In view of his performance in Tokyo and demonstrated maturity, motivation, and capacity to serve at the next grade level, I recommend that Mr. Randall be promoted to GS-14.

Povertclim' Robert Chin Acting Chief, FE/JKO

### UNIVERSITY OF MARYLAND

APO 94 SEN FRANCISCO CALIFORNIA TELEPHORES TOUVO 203 2711 2271, 2471

SPECE OF THE BIRECTOR

April 1, 1963

Mr. Prederick C. Randall Box E. PPO 94.

Dear Mr. Mandall:

We are pleased to inform you that the processing of your application has been completed, and that the Hand of the Lemanteent of Government and Politics has approved your application to tests OFF 171, 109, 106, and 108 on a part-time besig in the Fac Limit Division.

Since you have taught and are familiar with our proceedures, we will spare you a repatition of the details. If we can be of essimance to you, please write and we will do ser heat to fulfill your requests.

Fary good wishes.

Sincerely yours,

Joseph &. Della. Associate Incident

Js.Dard.

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SEP 2 . 1955

Special Assistant, Intelligence PENCHARITA PINE Department of State

SUBJECT:

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RANDAL', Frederick C. Travel Authorisation for Textorary Duky

REFERENCES

Memorandom for Special Assistant, Intelligence, Department of State, from this office, subject, NANDALL, Prederick C., Request for Appointment in the Foreign Service and Assignment at Djakarta, Indonesia dated 2 August 1955 .

It is requested that Mr. Randall to authorized ascrewingtely four days temporary duty at imilia, P.I. shroute to his post of duty at Djakarte, for the purpose of consultation designed by this Agency.

PL TE DESTIT PERCORS, PLANS:

EFRICH A. ATEMAT

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## SECTION



### APPLICATION FOR MEMBERSHIP in the CAREER STAFF of the CENTRAL INTELLIGENCE AGENCY

To the Director of Central Intelligence

I submit herewith my application for membership in the Career Staff of the Central Intelligence Agency as defined below:

"The Career Staff of the Central Intelligence Agency is a group of carefully selected and trained individuals who accept an obligation to devote themselves to the needs of the Agency, and who intend to make a career with the Agency."

In accordance with this definition, I desire to devote myself to the faithful performance of duty in the Central Intelligence Agency, and I accept the obligations and conditions of that service which are determined to be essential to the furtherance of its mission.

I am aware of the many restrictions necessarily placed upon me by virtue of the security requirements inherent in my employment by the Central Intelligence Agency. I am also aware that as a member of the Career Staff, it will be my obligation to serve anywhere and at any time and for any kind of duty as determined by the needs of the Agency, and I have been assured that in order to carry out this policy, full consideration will be given to my particular capabilities, interests, and personal circumstances. By virtue of this application for membership and upon my acceptance in the Career Staff, I am assured that, with continuing satisfactory work performance and conduct on my part, just and equitable attention will be accorded my personal progress during my tenure in the Career Staff. I am also assured that, on my satisfactory completion of any assignments, I will be offered reassignments which are compatible insofar as possible with my abilities and career interests, and that I shall be entitled to the benefits now available or to be made available in the future to members of the Career Staff of the Central Intelligence Agency.

MEMBERSHIP IN THE CARTER STAFF OF THE CENTRAL INTELLIGENCE AGENCY APPROVED, TO TAKE EFFECT 19 1254

FOR THE DIRECTOR OF CENTRAL INTELLIGENCE.

EXECUTIVE DISECTOR

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THE CIA SELECTION ROARD

Frederich C Randall
(Signature)
4 Marson 1954

SEGRET VOUCHERED UNVOUCHERED REQUEST FOR PERSONNEL ACTION REQUESTING OFFICE: Fill in items 1 through 12 and A through D except 6B and 7 unless otherwise instructed. If applicable, obtain resignation and fill in separation data on reverse. L RIEE (Mr -Mino-Mrs -One given name, initial(s), and autname) L DATE OF BIRTH A CATE OF PEOPER 3 Aug 55 28 Oct 1926 Mr. Frederick C. Randall 1 C S OR OTHER LEGAL AUTHOR-& RATHET IN ACTION SIGNATIO

& PINIGHMIA (Specify whether appointment, promotion, separation, etc.) & EFFECTIVE DATE As soon as Reassignment possible B. PONTION (Specify whether establish, change drade or title, etc.) S. APPROVED: Intelligence Officer(FI)BF-298-12 Intelligence Officer(FI)HFF-908-2 A STRVICE GRACE AND OS-C136.54-12 \$7570.00 P/A GS-C136.51-12 \$7570.00 P/A PA DEGLATIONS DESIGNATIONS DDP/FE DDP/FE Branch 5 Branch 5 zwiecziar Djakasta STATION Djakarta, Indonesia Indonesian Field Activity Unit IL HEADCRAFTERS Washington, D. C. X DEPARTMENTAL 12 DELD OR DEPLETMENTAL A REMARKS (Use reverbs If noc Y-4 and \*itness Report attached. 2 copies of SF-52 forwarded to Security. Transfer unused leave from Vouchered Funds to Unvouchered Funds Subject to leave for the field on or about 15 Oct. 1955 a storted of imposed of the Personnol Officer & Gilbert Tr. Personnol Officer & 108 aboutost information set (Name and temphone extension) Derethy Tweadla IL POSITION CLASSIFICATION ACTION IX VETTRAN PREFERENCE HOME WHO GIVER SPE TO HOTHY MO INCE LA REAL SHTO' BATEL X X Id FR: (TZ 15 IS IN APPROPRIATION DATE OF APPOINTS
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Apr 10/3/11

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22 June 1955

MEMORANDUM FOR: YE/Personnel

SUBJECT:

Fromotion of RANDALL, Prederick C.

- 1. Nr. Rundall assumed his present duties as FI operations officer for Indonesia on 26 May 1954. Prior to that time he served as Chief, CE Unit, FE/S.
- 2. Mr. Randall has performed his duties as FI officer for Indonesia in an extremely satisfactory manner. The monthly letter of the Senior Representative to the Director has, without exception, stated that Headquarters support of the Diakarta Station has been efficient. Mr. Randall's performance is characterized by a high degree of industry and thoroughness. He has been described as one of those individuals to whom a supervisor can assign a task, and then turn to other matters with sure confidence that the job will be completed, to the last detail, and on time.
- 3. Mr. Rapuall has demonstrated elearly his growing ability to handle larger responsibilities. His transition from a Ch Unit Chief's job to that of FI operations efficient for the Indonesian Unit has been smooth. Once me learns a new trainings or procedural method, Mr. Randall can put it into operation without further supervision.
  - 4. Mr. Bandwill is strongly recommended for promotion to GS-12.

Q. Loodell C. 1-r, 1875

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## SERVE (When filled in)

DD/P

### PERSONNEL DATA SHEET

HATE Frederick C. Randall

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DATE: 23 May 1955

STATION Washington, D. C. AND DUFFES: Intell Off (FI)

DD/P UNIT: FE/S

Primary Carser Designation: SD:FI

PRESSER GRADE: 05-11 PROPOSED GRADE: 05-12 PRESENT T/O SLOT NUMBER AND GRAIE:

CIA TRAININGS

Basic Orientation, Operations 30, Grp A, Interim PROPOSED T/O SLOP Study Course, Staff Indoctrination, Covert Activitingues and GRADE: CE, Language Training, Audio Surveillance(6 June = 24 55)

University of Omaha - BA George Washington University MA

LANGUAGE PROFICIENCY:

Spanish, slight

ASSES SED:

DATE:

TYPE OF POSITION: RESULTS

EXPYRIENCE PRIOR TO CIA (excluding SSU-OSS):

19hh - 19h6 USAF Hessage Center Chief

1948 - 1950 Processed Foods Mamufacturers Manufacturers Representative

SURVINY OF CIA-SSU-OSS ASSIGNMENTS INCLUDING BREVIOUS GRADES AND DATES; SOD CIA Oct 1951 - Jan 1953 Counterespionage Officer (GS-9 - Jan 1953)

Jan 1953 - Dec. 1953 Intell Officer(CE) OS-II

Dec 1953 - June 195h " " (FI) 0S-11
June 195h to present " " GS-11

Promoted to GS-11 - 20 Dedember 1953. Intell. Officer (CE)

APPROVED BY TO CAPCER SERVICE COMMITTEE

12 JUL 1965

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Chief, FE/5

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### PERSONNEL DATA SHEET

NAME: Frederick C. RANDALL AGE: 28 Oct 1926 DATE: 15 October 1953

STATION Washington, D. C. PRIMARY CAREER
AND DUTIES: Intel Officer CE DD/P UNIT: FE DESIGNATION: FI

PRESENT GRADE: GS\_9
PROPOSED GRADE: GS\_11
PROPOSED GRADE: GS\_12
PROPOSED GRADE: GS\_12

CIA TRAINING: Phase 1,2 and 3; SIC

CE

PROPOSED T/O SLOT 321

NUMBER AND GRADE: QS-13

EDUCATION: BA - University of Omaha

MA - George Washington University
LANGUAGE PROFICIENCY: Spanish slight

ASSESSED: DATE: TYPE OF POSITION: RESULTS

EXPERIENCE PRIOR TO CIA (excluding SSU-088):

1944-1946 USAF Message Center Chief 1948-1950 Processed Foods Manufacturers Manufacturers Representative

SUMMARY OF CIA-SSU-OSS ASSIGNMENTS INCLUDING PREVIOUS GRADES AND DATES:
Oct 1951 to present - Counterespionage Officer (GS-9 - Jan 1953)

RECOMMENDED BY:

CONCURRENCES:

V.O. Goodel V.O. Cooper

RECCIOENDATION OF CAREER SERVICE BOARD:

APPROVED BY

FLOATING SERVICE DOAKS

TO DELL 1 1953

SECRET

100. 39-84

143

ENTRANCE ON DUTY NOTICE

Date 10 5 ntember 1 951

TO:

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FDZ

FROM:

Personnel Officer

Processing for entrance on duty of \_\_Frederick\_Crawford Randall

(liame)

Mitalligence assistant GS-7

(title, grade, and entrance salary)

has been completed and the applicant meets all standards for full employment with CIA. Signed clearance for entrance on duty has been received from Inspection and Security and made a part of the personnel file of this individual. Effective this date he/sho is assigned to duty with your office.

POSTED

(Signed)

FRANK G. JAHENA

FORM 80. 37-114

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### CENTRAL INTELLIGENCE AGENCY 2430 E STREET NW. WASHINGTON 25, D. C.

10 August 1951

Mr. Prodorick c. Randell 7000 Greig Street, Apt. 25-J Foat Pleasant, Maryland

Dear Mr. Randoll:

This is to advise that processing is continuing on your application for employment with this organization.

We regret to inform you that the processing is taking longer than originally anticipated, but as soon as final processing is completed, you will be notified immediately.

Thank you for your continued interest and patience.

Very truly yours,

JOSKIWE. REPP Personnel Division

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## CENTRAL INTELLIGENCE AGENCY 2430 & STREET NW. WASHINGTON 25, D. C.

28 June 1951.

Mr. Frederick C. Randell 7000 Greig Street, Apt. 25-J, Seat Placent, Maryland

Dezr Mr. Randell:

The processing is a rather lengthy one; but when further information is available, we shall get in touch with you immediately.

In the meantime, it would be appreciated if you would savise us of any change in your present status, such as change of address, etc.

Your continued interest and patience are appreciated.

Very truly yours,

JOSEPH S. REFF Personnel Division

# CENTRAL INTELLIGENCE AGENCY 2430 E STREET NW. WASHINGTON 25, D. C.

29 May 1951 In reply refer to ED-4

kr. Frederick C. Randell 7000 Greig Street, Apt. 25-J, Seat Fleasant, Md.

Dear Mr. Randell:

This is to advise that actual processing of your application for employment with this Agency has been initiated. Specific details as to the type of appointment and salary will be contained in subsequent correspondence. Please direct all future correspondence to the undersigned.

If applicable, the attached form should be completed and returned within two weeks. Thank you for your prompt attention to this matter.

Very truly yours,

JOIEFH S. AFFF Personnel Division

Enclosure 2 37-62

### CONFIDENTIAL

### REPORT OF INTERVIEW

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2. Candidate	is recommended for emplo	yment. Justification	DALINA OR
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Agency, by reason of the sensitive nature of its work, must observe very strict security measures. I agree to honor the requests of CIA relative to my application whether it be accepted or rejected. I agree not to inform anyone that I am being considered for a position in CIA. If questioned directly, I will say that I have applied for positions in various government agencies, and if pressed for an answer will acknowledge that CIA is one of them but will attach no particular significance to such application. I agree not to disclose personnel procedures I have observed in CIA. I agree not to disclose personnel procedures of my application to CIA.

Signed: Frederich ( Rossalf Dato: April 26, 1951

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## THIS OFFICIAL PERSONNEL FOLDER IS ESTABLISHED, MAINTAINED AND CONTROLLED BY THE OFFICE OF PERSONNEL PURSUANT TO REGULATION 20-800.

The following Instructions have been established to govern use of this Official Personnel Folders

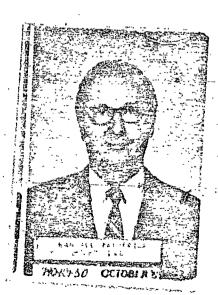
- 1. Folder will be HAND-CARRIED or transmitted by SPECIAL MESSENGER only.
- Folder is socurity classified SECRET. In addition, the folder must be treated with strict regard for the PERSONAL and CONFIDENTIAL material concerning the employee.
- Folder may be shown to employee covered ONLY UPON REQUEST TO and UNDER SUPERVISION of the Director of Personnel.
- Material will be ADDED TO FOLDER ONLY by the Office of Personnel. Place any material to be incorporated in an envelope and attach to inside of folder (left-hand side).
- 5. Folder will be loaned only to AUTHORIZED Officials.
  - Folder MUST be returned to the Office of Personnel as soon as the need for it has been served. However, in no case will an individual loan of longer than 10 working days be authorized.

### TO TRANSFER FOLDER TO ANOTHER AUTHORIZED OFFICIAL'S CUSTODY

Remove from this envelope ONE copy of Form 198a, Certified Report of Transfer, COM-PLETE and FORWARD in a SEALED envelope to Personnel Files, Wing 1-H, Curie Hall, Folder remains charged to YOU unless a valid Form 198a is forwarded. ANY questions concerning the loan, release and transfer of this folder will be referred to Extension 4321.

FORM NO. 1986

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EFFECTIVE DATE OF PAY ADJUSTMENT: 12 OCTUBER 1975

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EFFECTIVE DATE OF PAY ADJUSTMENT: 13 CCTOBER 1974

NAME SERIAL CRGN. FUNES CR-STEP SALARY
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FOR PURPOSES OF THE FAIR LABOR STANDARDS ACT, AS AMENDED. YOU ARE CESIGNATED EXEMPI.

EFFECTIVE DATE OF DESIGNATION: 01 MAY 1974.

RANDALL FREDERICK

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EFFECTIVE DATE OF PAY ADJUSTMENT: 14 OCTOBER 1973

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EFFECTIVE DATE OF PAY ADJUSTMENTS 9 JAMULAY 1972

NAME

NEW

RANDALL FREDERICK

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\*PAY ACJUSTMENT IN ACCURCANCE WITH 5 U.S.C. 53C5 AND EXECUTIVE ORDER 11691 PURSUANT TO AUTHORITY OF DC1 AS PROVICED IN THE CIA ACT OF 1949. AS AMENCED, AND UCL DIRECTIVE DATED CS OCTOBER 1962."

EFFECTIVE DATE OF PAY ACJUSTMENT: OT JAMUARY 1973

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EFFECTIVE TATE OF PAY BOUNTYETT TO JANUARY 1971

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TPAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 91-231 AND EXECUTIVE ORDER 11524 PURSUANT TO AUTHORITY OF SCI AS PROVIDED IN THE GIA ACT OF 1949, AS AMENDED, AND A SCI DIRECTIVE DATED 8 DETUBER 1962\*

EFFECTIVE DATE OF PAY ADJUSTMENTS 28 DECEMBER 1969

NAME SERIAL ORGN, FUNDS GR-STEP SALARY
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EFFECTIVE DATE OF PAY ADJUSTMENT! 16 JULY 1968

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PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 90-206 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A-DCI DIRECTIVE DATED & OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENTS & CCTCBER 1967

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INTEGRE	24 Magtes, Cade  32. CORRECT  1:20  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00  1:00	75 DATE OF 9:  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANCELLATI  100/(CANC	IRIN  YA  !  !  !  !  !  !  !  !  !  !  !  !  !	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NOTIFICATION OF PERSONNEL ACTION **OCF** 1. SERIAL NUMBER 2. HAME (LAST-FIRST-BIRRE) 012170 RANDALL FREDERICK 2. HATURE OF PERSONNEL ACTION 4 EFFECTIVE DATE | 5 CATEGORY OF EMPLOYMENT 07 | 27 | 65 REGULAR REASSIGNMENT 7. COST CENTER NO. CHARGEABLE 8. CSC OR OTHER LEGAL AUTHORITY V .10 V ¥ 10 (F FUNDS 50 USC 403 J 6129 0109 0000 CF TO V CF TO CF P. ORGANIZATIONAL DESIGNATIONS 18. LOCATION OF-OFFICIAL STATION DOP/DOD US FIELD UNITED STATES STATION NON-ORBIT OPERATIONS GROUP WASH., D.C. 11. POSITION TITLE 12 POSITION NUMBER 13. SERVICE DESIGNATION OPS OFFICER 0218 Ð 14. CLASSIFICATION SCHEDULE (GS, LB, etc.) IS OCCUPATIONAL SERIES 16. GRADE AND STEP 17. SALARY OR RATE 14175 GS 0136.01 13 6 18. REMARKS SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL 19 ACTION 20. Employ 21. OFFICE CODES 24. Herrs | 25 CATE OF BIRTH 26. DATE OF ERADE 27 STATION 23 INTEGREE 43620 DOD 75013 10 | 28 | 25 37 10 32. CORRECTION/CANCELLATION DATA
Type | No Da. en. 30 RETIEEMENT DATA 33. SECURITY : 34. SEX 29 HIE EXPINES 27. SPECIAL 31. SEPARATION REFERENCE 300) ATAS REQ. NO EOD DATA 35 VET PREFERENCE | 34. SERV. COMP DATE | 37 LONG COMP DATE | 38. CAREER CATEGORY PREVIOUS SOVERRAINT SERVICE DATA er LEAVE CAT 43 FEDERAL TAX BATA \*G-# fellulto, cost SIGNATURE OF OTHER AUTO ENTICATION FROM: FE - 2 Uso Pravious 

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RZF: 27 JUL 65

To a

24 012170 RANDALL FREUENICK 43 020 OLD SALARY PATE NEW SALARY RATE PSI LSI ADI Last FM Date Grade G\$ 14 6 \$15,114 10/11/64 G5 13 7 \$15,>01 NO EXCESS LWOP
IN PAY STATUS AT END OF WAITING PERIOD LWOP STATUS AT END OF WAITING PERIOD CLERKS INITIALS . AUDITED BY I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE. BOTE 5 aug 1966 SIGNATURE: Has 1 65 560E Mtg 3-55 (4-51)

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 89-504 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, "AS AMENDED, AND A-DCI DIRECTIVE DATED 8 OCTOBER 1962,"

. EFFECTIVE DAYE OF PAY ADJUSTMENT! 3 JULY 1966

NAME

SERIAL DRGN, FUNDS GR-STEP SALARY SALARY

RANDALL FREDERICK

012170 43 620 CF GS 13 6 \$14,685 \$15,113

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S CID SALAPY BATE 6 THE SOLETY STEP LIGHT SOLETY BATE 7 TYPE ACTION

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PAY CHANGE NOTIFICATION

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PPAY ADJUSTMENT IN ACCORDANCE WITH SALARY SUMEDULES OF PL R9-301 PURSUANT TO AUTHORITY OF BOLIAS PROVIDED IN THE CIA ACT OF 1949. AS AMENDED, AND A-DOI POLICY DIRECTLY PATED 8 OCTOBER 1982."

EFFECTIVE DATE OF PAY ADJUSTMENTS TO OCTOBER 1955

3448

SORTAL OAGA. FU INS GRESTED SALARY SA

RAVEAUL FREDERICK

012170 47 621 CF GS 13 5 114,175 \$54,685

1. Serial No 2 Norme 3 Cost Contro Number 4 IWCP Hours

012170 HANDALL FREDERICK 45 389 CF

5. OLD SALARY RATE A NEW SALARY RATE 7 TYPE ACTION

Grodo Stop Solory Lost EH. Donn Orodo Stop Solory Effective Donn PSI LSI ADJ.

GS 13 4 S 22 13 10/14/6R GS 13 9 12 12 12 10/11/64

6. Remorts and Authentication

/ NO EXCESS LWOP

/ IN PAY STATUS AT END OF WAITING PERIOD

CLERKS INITIALS AUDITED BY

OF AN ACCEPTABLE LEVEL OF COMPETENCE.

SIGNATURE:

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PAY CHANGE NOTIFICATION

(4-31)

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SECRET NOTIFICATION OF PERSONNEL ACTION AUPD 09/18/64 I HAME (LAST FIRST MIDDLE) RANDALL FHEDERICK 012170 3 NATURE OF PERSONNEL ALTION 4 THECTIVE DATE S CATEGORY OF IMPLOYMENT REASSIGNHENT 09 18 64 T COSE CENTER NO CHARGEABLE 8 CX OR DINER LEGAL AUTHORITY V 10 V A 10 OL . FUNDS (f 10 Y CF 10 CF 9137 1566 0000 10 LOCATION OF OFFICIAL STATION DDP/FE DIVISION JKO TOKYO OPB SUPPORT TOKYO JAPAN II POSITION TITE OPS OFFICER IS CAREER SERVICE DESIGNATION 12 POSITION NUMBER 4464 D 14 CLASSIFICATION SCHEDULE (GS. LB. etc.) 14 GRADE AND STEP IS OCCUPATIONAL SERIES 17 SALARY OR RATE ns. 0136.01 13 -18 REMARAS SIGNATURE OF OTHER AUTHENTICATION FO THD

SECRET

(when filed in)

Furm 11505 FA) AHG (A) Uto Previous

Edition

ADJUSTMENT OF SALARY RATE IN ACCORDANCE WITH THE SCHEDULES OF THE GOVERNMENT EMPLOYEES SALARY REFORM ACT OF 1964 PURSUANT TO THE AUTHORITY OF THE DIRECTOR OF CENTRAL INTELLIGENCE AS PROVIDED IN THE CENTRAL INTELLIGENCE AGENCY ACT OF 1949, AS AMENDED, AND FOLICY DIRECTIVE ISSUED BY THE ACTING DIRECTOR OF CENTRAL INTELLIGENCE DATED 8 OCTOBER 1962.

SALARY CONVERTED TO RATE SHOWN FOR INDIVIDUAL'S GRADE AND STEP AS INDICATED IN CHART BELOW.

## GENERAL SCHEDULE RATES Federal Employees Salary Act of 1964

					·					
			Per A	nnum	Rates	s and	Steps			
GRADE -	1	2	3	4	5	6	1 7	8	9	10
GS- 1	\$3,385	\$3,500	\$3,615	\$3,730	\$3,845	\$3,960	\$4,075	\$4,190	\$4,305	\$4,420
GS- 2	3,680	3,805			, ,					4,805
GS- 3	4,005	4,140	4,275			4,680		4,950		
GS- 4	4,430	4,630	4,780	4,930					5,680	
GS- 5	5,000		5,330	5,495		<b>5</b> ,825		6,155		6,485
GS- 6	5,505		5,875	6,060	6,245	6,430	6,615	6,800		7,170
GS- 7			6,450	6,650	6.850			7,450	7,650	
GS- 8	6,630	6,850	7,070	7,290				8,170		
GS- 9	7,220		7,710					8,935		9,425
GS-10	7,900	8,170	8,440		8,980	9,250	0,520	9,130	10,060	11 208
GS-11	8,650	8,945	9,240	9,535	9,830	10,125	10,420	10,713	11,010;	10.446
ĞS-12	10,250	10,605	10.960	11,315	11,670	12.025	12,350	12,130	13,000	10 002
GS-13	12,075	12,495	12,915	13,335	13,755	14,115	13,090	10,010	15,422	10 596
GS-14	14,170	14,560	15,150	15,640	10,130	10,020	17,110	31.000	10,000	91.500
GS-15	16,460	17,030	17,600	18,170	18,140	19.510	19,000	20,500 39 ESS	23,020	41,000
GS-16	18,935	19,590	20,245	20,900;	21,3331	24,210	44,000	الكار، بش	TA'T LO	• • • • •
GS-17			22,945	23,693	CEP. F.			[		
GS-18	24,500		1							

IN ACCORDANCE WITH THE PROVISIONS OF PUBLIC LAP 87-793 AND OCT MEMORANDUM DATED 1 AUGUST 1956, SALARY IS ADJUSTED AS FOLLOWS, EFFECTIVE 3 JANUARY 1964.

NAME SERIAL ORGA FUNDS GR-ST BALARY SALARY
RANDALL FREDERICK 012170 45 380 CF GS 18 4 312-245 \$12-840

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IN ACCORDANCE WITH THE PROVISIONS OF PUBLIC LA F7 - 795 AND DOI MEMORANDUM CATED 1 LUGUST 1956 , BALARY IS ACCUSTED AS ECLLOWS. EFFECTIVE 14 OCTOBER 1962

NAME SERIAL OF ON PUNDS GREST SALERY GREST SALARY

RANDALL FROCERICK STRITZ SASED OF 13 3 STREET 13 3 STREET

012179 PANDALL FREDERICK 56 38 CF OLD BALARY HATE NEW BALARY RATE 7. TYPE ACTION Grade Filartive Date PSI LBI ADJ 088.114 E E1-89 5-13 4 \$12,245 10/14/62 I / HU EXCESS LAOP IN PAY STATUS AT END OF MAITING PERIOD フリユ / LWOP STATUS AT EN. OF WAITING PERIOD CLERKS INITIALS AUDITED BY 11113 I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMMETENCE. DA: E1 24 Other 1962 SIGNATUREL PAY CHANGE NOTIFICATION SECRET 560 (4-81)

SECRET (When Filled In) ☻ 1. Butini Ho. Cast Conter Number 12170 PANDALL FREDERICK DOPIE OLD SALARY RATE NEW SALARY HATE Last Fill. Date 7. TYPE ACTION Grada Effective Date 13 PSI ISI ADI. \$10.895 03/06/60 13 海11,155 09/03/61 s. Romarks and Authentication NO EXCESS LWOP IN PAY STATUS AT THE OF WAITING PERIOD IN EWOP STATUS AT END OF WAITING PERIOD PAY CHANGE NOTIFICATION 560 Disciple Provinces SECRET 14-523

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NOTIFICATION OF PERSONNEL ACTION

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-1 C)		DECIONA PLANTINGA	en samelle marke de la la la la la la la la la la la la la	· · · · · · · · · · · · · · · · · · ·	ECRET		The second second second second second second second second second second second second second second second se	AB -4-4-187-18-18-18-18-18-18-18-18-18-18-18-18-18-	: 4

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P. DEGARIZATIONAL DESIGNATIONS

14. CLASSIFICATION SCHEDULE (65, WB, etc.)

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29 SPECIAL BEFFFERCE

PREVIOUS SCREENSENT SERVICE DATA

STATE THE SATA

IN ACCORDANCE WITH THE PROVISIONS OF P. L. 86-568 AND DCI MEMO DATED I AUGUST 1956, SALARY IS ADJUSTED AS FOLLOWS EFFECTIVE 10 JULY 1960.

SD NAME

SERIAL ORGN GR-ST OLD SALARY NEW SALARY

01 RANDALL FREDERICK 112170 51 26 GS-13 2 510.130

/S/ EMMETT D. ECHOLS
DIRECTOR OF PERSONNEL

\$10,895

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720-3 & 72R-3	\$ 9,815 10,600	\$10,140 10,900	\$10,460 11,200	\$10,7% 11,500	\$11,105	\$11,430 12,160	\$11,750 12,400
PBO_i & PER_i	\$ 7,490 9,000	\$ 7,810 9,250	\$ 8,135 9,500	\$ 8,455 9,750	\$ 8,780 10,000	\$ 9,100 10,250	\$ 9,425 10,500
780-5 & 78R-5	\$ 5,715 7,400	\$ 5,930 7,650	\$ 6,145 7,900	\$ 6,360 8,150	\$ 6,575 8,400	\$ 6,790 8,650	\$ 7,005 8,900
780-6 & FSR-6	\$ 4,295 6,100	\$ 4,510 6,300	\$ 4.725	\$ 4,940 6,700	\$ 5,155 6,900	\$ 5,370 7,100	\$ 5,475 7,300
Per-7	\$ 5,100	\$ 5,250	\$ 5,400	\$ 5,550	\$ 5,700	\$ 5,850	\$ 6,000
PBR-8	\$ 4,300	\$ 4,450	\$ 4,600	\$ 4,750	\$ 4,900	\$ 5,050	\$ 5,200

The above basic pay rates are effective 29 July 1956.

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BENCH DIAPTER IN	FOR PERSONNEL AC	TION	1 .	-	THE COULTY	<del>-</del>	
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	CE: fill in Items 1 throu Il applicable, obtain	resignation and	fill in sepa	ration data	on reverse.		
L RAME (Mr Mino Mro Or	no diven name, initial(s), and s	urname)	2 DATE OF BIR		L REGUEST NO.		court or at 2 June
Mr. Frederick C.	Mandall 3/2/7	10	28 Oct	1350		ľ	Z JWH
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Department of State Personnel Action

Fr. Frederick C. Randall

10/28/26

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10/13/55

Limited Appointment

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MEMORANDIM FOR: Frederick C. Randall

SUBJECT Acknowledgment of Evaluation Board Functional Category

Evaluation Board Precepts for Your Grade REFERENCE

1. Based upon an examination of your past assignments and duties. and after considering likely future assignments, you have been placed (subject to your signature below) in the functional category W for Evaluation Board purposes. Precise definitions of this category are contained in the Evaluation Board precepts for your grade. This placement is made in order that your performance, growth potential, and career planning may be judged against officers similarly placed professionally. YOU ARE URGED TO STUDY THE PRECEPTS AND OWNSTORE YOUR OWN CASE CAREFULLY.

- - In general, you should consider the following; a. Categories are sharply defined. Competition is within categories, not between them. Thus, a weak B/OG performance is not strengthened by reclassifying it as B/OS.
  - A change in category after sustained performance in a different category may cause a temporary loss of momentum in your career advancement until you have demonstrated proficiency in your new assignment.
  - A category change should not be initiated for the period of a temporary, training or rotational assignment unless a permanent change of career track will follow.
- 3. If you believe that this is not the correct category for you because the substantive nature of your job more closely approximates another category or because you have made a permanent change of career track, please take the matter up through your command channel to secure the concurrence of your component of assignment or of your home hase component, as appropriate, to a change of your category. Previously assigned and acknowledged categories will remain in effect until a fully executed acknowledgment of change is received by the Career Management Staff.
- 4. Please sign and dute this notification in the space provided and return it to your Personnel Evaluation and Management Officer or to your Personnel Officer.

ACKNOWLEDGED:

\* Explaints of Coming of Signature, of Addressed

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#### SECTION D

#### NARRATIVE COMMENTS

Indicate eignificant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to averall performance. Start suggestions made for improvement of work performance. Give recommendations for trusting. Comment on faceign language competence, 2. required to current position. Amplify or explain rutings green in Section C to provide best basis for determining future personnel action. Manner of performance or managerial or supervisory duties and tost sonctionness in the use of performed, space, equipment and funds, must be commented an, if applicable leaster space is needed to complete Section 0, which a separate sheet of paper.

I rate Mr. Randa The "Outstanding" for Duty Mumber 1 (his principal responsibility) for this period. He had done in exceptional job of supervising, motivating, training and guiding his group in a remorseless and pressure-laden atmosphere, requiring both close attention to detail and constant altertness to broad operational and policy implications. The workload is larger and more complicated than anything I know of handled by any line operational officer with equivalent grade and responsibility. The preceding two fitness reports describe well the nature of the job. It remains only to be noted that Mr. Randall is the perfect man for the job, combining a remarkable match of leadership, operational savvy, legal and policy awareness and, perhaps most important, negotiating ability with both the Agency lawyers and legislative counsels, and the operating divisions in a bizarre situation that completely transcends the DO's need-to-know practices (Top Secret and compartmented, bigotted information must be reviewed) and yet requires the protection of our sources and methods. Dedicated, discreet, smart, and honest, Mr. Randall is very likely one of very few DO officers of his grade who could have handled this job from scratch, done so with virtually flawless output, and created a body of judgments and advice that is trusted, proven and amounts to de facto D policy on how to protect our secrets.

Mr. Randall also has major planning obligations within IMS, serving as a voting member of the PMC and three times a week with Chief, IMS and other (continued)

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NARRATIVE COMMENTS - continued

Randall, Frederick

Group chiefs in a broad review of disparate IMS operations: computers, information management planning for the DO and its current services. He is articulate and effective in presenting views from the IMS/FPG vantage, but at this level, I want to see more concern about the people and activities of companion IMS elements, more brainstorming of common problems. He is the least active of the four group chiefs in this area, although he has the inquisitiveness and intellect to contribute importantly in cross-discipline problems. I find no weakness here, but Mr. Randall's contributions here do not measure up comparatively to his exceptional performance in all other areas.

In these other areas, covering duties 3 and 4, Mr. Randall and his group stimulated, staffed out and justified three remarkably successful policy changes: a Presidential statement that sources and methods information need not be classified to be protected; a DCI policy that DO records ipso facto are not releasable (despite an OGC opinion to the centrary), and a policy allowing employees access to their files without going through the FOIA or Privacy Act folderol. While not individual accomplishments by Mr. Randall, they bespeak from the leadership and guidance he gave, and they are typical of the kind of case officer professionalism he has and we have needed to help protect agents, operations and officers from exposure. I do think it is sad to have to divert good DO talent to disclosure law problems; but if we must, then Mr. Randall's experience and abilities have counted a great deal in such successes we have had in keeping our secrets.

Mr. Randall's fitness reporting is accurate and fair. Per HR 20-20, it is noted for the record that Mr. Randall displays appropriate concern in equal employment opportunity areas: women comprise more than half of his group. He has three minority officers. Levels of responsibility here are above Agency norm.

REVIEWING OFFICIAL'S COMMENTS - continued

for this experienced supervisor. He has demonstrated his versatility and commitment by doing a job for four years that probably few other DO ops officers/managers would or could do as well as he has. For the good of his morale, the interest of his further development and in the interest of the Directorate, he has carned a change.

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SECTION D

#### NARRATIVE COMMENTS

Indicate significant strengths or evaluesses demonstrated in current position begging in proper perspective their relationship to overall performance. State suggestions used for improvement of work performance: Dire recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section C to provide hest birds for determining future personnel action. Manner of performance of managerial or superivising duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if, applicable. If each proce is needed to complete Section D, attack a shaperate sheeted page.

The merger of units which created the Information Services Staff brought Mr. Randall and his staff under my supervision for the first time. Prior to that we had been colleagues in Services Staff, whose chief wrote Mr. Randall's Fitness Report. No change in function accompanied the change in organization, however, and the praise contained in those earlier reports could be echoed here.

During 1977, Mr. Randall and his group have continued to render this Directorate outstanding service in an arena where there is little glory but the constant threat of disaster. In the preparation of materials for release under FOIA, the Privacy Act or E.O. 11652, the researcher treads a fine, barely visible line between protection of operational secrets and revelation of material properly releasable under the law. He is denied the easy choice of over-protection because each decision is subject to the scrutiny of the courts, and the Agency's credibility is on the line each time a judge challenges a deletion or the denial of a document. (That credibility is apparently quite high in the courts. We have yet to be reversed in appeals cases on information denied by PIAG on grounds of classification or sources/methods.) The research on which we rely is almost autonomous; reviews of finished cases are necessarily limited and (cont'd)

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CLASSIFICATION

### NARRATIVE COMMENTS - cont'd

cursory, and from the beginning there has been a high premium on both technical accuracy and sound substantive judgment. As Mr. Randall himself noted in a report on his deputy, we have an enviable record as far as "flaps" are concerned; in a situation fraught with danger of inappropriate release of information we have had only five cases where release has led to embarrassment out of 7,000 "possibles." Mr. Randall, with typical modesty, uses the statistic in praise of others; I choose to use it to praise him. The Group's record to date is nothing short of astonishing, and Mr. Randall can take great pride in his team's accomplishments.

He has built an extremely able and dedicated team, and he is as quick as anyone I know to ascribe to individual members of that team credit for actions, ideas or progress. They respond to his fairness with loyalty and affection, and their morale in the face of constant harrassment and frustration is testimony to his leadership.

New responsibilities for support to the Office of General Counsel were added to PiAG's burdens this year. Mr. Randall opposed the move and argues (and lobbied) intelligently to preclude it, to no avail. It is to his credit that, having urged a different course of action, he set about to ensure that the unpopular new function received the same careful attention which has been the hallmark of PIAG's other work. As a consequence, our OGC-related efforts, which are very demanding and time-consuming, have the PIAG stamp of excellence on them.

Mr. Randall created the system he manages, and continues to seek ways to improve upon it. Our move to an automated index of reviewed and released documents was urged and supported by Mr. Randall, and he has been equally supportive of a new branch chief's efforts to restructure our Initial Review process. He is also quick to see and to comment on the way our efforts affect larger Agency and government equities, and vice versa.

During this year his responsibilities were broadened by the addition of our Declassification Review Branch to his Group, a reflection of our recognition of the inevitable relationship between scheduled declassification and selective declassification and release under FOIA/PA/E.O. 11652. This Branch will shortly be absorbed by the new Records Review Branch of the DDA, but PIAG will continue to be the focal point for policy formulation on declassification of DO records.

### NARRATIVE COMMENTS - cont'd

Mr. Randall has expressed to me his concern about what may be viewed as a drop in his rating from my predecessor's "O" to my "S." I have assured him, and assure the reader, that this change signals no diminution in his performance or effectiveness, but rather a personal inclination to use "Outstanding" very rarely. The narrative comments above should clearly attest to that fact that I view Mr. Randall's performance as very strong, bordering on Outstanding. The Agency and the DO have been fortunate to have a man of this caliber in charge of PIAG.

#### REVIEWING COMMENTS - cont'd

Mr. Randall is one of the key policy makers in this area. His policies have stood the test up to now as our excellent record in the courts attests.

Having said this, it should be noted that Mr. Randall's numerous accomplishments are partly because the job was there to be created. Within the DO he cut the path which is now followed when handling FOIA matters. He has corrected and improved upon that path several times over. Thus, the time is coming for him to be given a change in assignment; an opportunity to use his managerial and supervisory skills elsewhere. He will have been in his present assignment three years in March 1978. One grows stale reviewing, sanitizing and making judgment calls in the FOIA arena day after day. Mr. Randall isn't stale yet but we should not wait until he reaches that stage to give him a new area in which to work.



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hi up to six of the most important specific duties performed during the rating period. Insert roting latter which best describes the manner in which employee reform EACH specific duty. Consider ONLY effectiveness in performance of that duty. All amployees with supervisory responsibilities MUST be rated to believe ability to supervise (indicate number of employees supervised).  PECIFIC DUTY NO. 1  Chief, Policy & Information Coordination Group (DDO/ISS/PICG)  PECIFIC DUTY NO. 2  PECIFIC DUTY NO. 3  PECIFIC DUTY NO. 3  PECIFIC DUTY NO. 6  PECIFIC DUTY NO. 6  PECIFIC DUTY NO. 6  PECIFIC DUTY NO. 6  PECIFIC DUTY NO. 6  PECIFIC DUTY NO. 6  PECIFIC DUTY NO. 6  PECIFIC DUTY NO. 6  PECIFIC DUTY NO. 6  PECIFIC DUTY NO. 6  PECIFIC DUTY NO. 6  PECIFIC DUTY NO. 6  PECIFIC DUTY NO. 6  PECIFIC DUTY NO. 6  PECIFIC DUTY NO. 6  PECIFIC DUTY NO. 6  PECIFIC DUTY NO. 6  PECIFIC DUTY NO. 6  PECIFIC DUTY NO. 6  PECIFIC DUTY NO. 6  PECIFIC DUTY NO. 6  PECIFIC DUTY NO. 6  PECIFIC DUTY NO. 6  PECIFIC DUTY NO. 6  PECIFIC DUTY NO. 6  PECIFIC DUTY NO. 6  PECIFIC DUTY NO. 6  PECIFIC DUTY NO. 6  PECIFIC DUTY NO. 6  PECIFIC DUTY NO. 6  PECIFIC DUTY NO. 6  PECIFIC DUTY NO. 6  PECIFIC DUTY NO. 6  PECIFIC DUTY NO. 6  PECIFIC DUTY NO. 6  PECIFIC DUTY NO. 6  PECIFIC DUTY NO. 6  PECIFIC DUTY NO. 6  PECIFIC DUTY NO. 6  PECIFIC DUTY NO. 6  PECIFIC DUTY NO. 6  PECIFIC DUTY NO. 6  PECIFIC DUTY NO. 6  PECIFIC DUTY NO. 6  PECIFIC DUTY NO. 6  PECIFIC DUTY NO. 6  PECIFIC DUTY NO. 6  PECIFIC DUTY NO. 6  PECIFIC DUTY NO. 6  PECIFIC DUTY NO. 6  PECIFIC DUTY NO. 6  PECIFIC DUTY NO. 6  PECIFIC DUTY NO. 6  PECIFIC DUTY NO. 6  PECIFIC DUTY NO. 6  PECIFIC DUTY NO. 6  PECIFIC DUTY NO. 6  PECIFIC DUTY NO. 6  PECIFIC DUTY NO. 6  PECIFIC DUTY NO. 6  PECIFIC DUTY NO. 6  PECIFIC DUTY NO. 6  PECIFIC DUTY NO. 6  PECIFIC DUTY NO. 6  PECIFIC DUTY NO. 6  PECIFIC DUTY NO. 6  PECIFIC DUTY NO. 6  PECIFIC DUTY NO. 6  PECIFIC DUTY NO. 6  PECIFIC DUTY NO. 6  PECIFIC DUTY NO. 6  PECIFIC DUTY NO. 6  PECIFIC DUTY NO. 6  PECIFIC DUTY NO. 6  PECIFIC DUTY NO. 6  PECIFIC DUTY NO. 6  PEC	work di	io warrant special fec		CDUTIES		<del></del>	<del></del>
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FITNESS REPORT - Frederick C. Randall Section D - Narrative Comments

me an unsolicited letter of appreciation for his efforts as their supervisor. We have all felt that one burns out in this kind of thing after about a year and a half; Fred and some of the first people to come aboard are a bit ground down, but, if anything, the quality has improved—witness the fact that we have yet to lose a case in court or to be forced to release a document we thought should be denied.

Adding to the complexity of Fred's life during this period, was increasing involvement in non-FOIA litigation support, (e.g., ITT/Chile, the Socialist Workers Party case, etc.) both to me and to SA/DDO/O. Additional administrative complexity results from my having changed staffs, while being asked to retain the DDO Information Review Officer function. Hence, split daily support to me as well as periodic support to SA/DDO/O, poses a potentially ticklish situation with Fred's organizational supervisor who is Chief, ISS. In fact, Fred walks this tightrope quite well.

Finally, Fred has persistently tried to convince others that there is a critical need for a centralized capability to assess the total Agency impact of decentralized information release, whether to FOIA, congressional, judicial, news media or other non-intelligence requesters. His efforts are about to bear fruit, since this will be an EAG agenda item next month.

Whether it's bringing his professional overseas background to bear on the analysis for release process; protecting sources and methods in the now "open sunshine" context; trying to save resources and ensure efficient procedures; deal effectively and impressively with senior officers in this Agency and others; or supervise a collection of dedicated and hardworking people, firmly but with good humor and understanding, Fred has done an Outstanding job. He will be very hard to replace, and yet, he should move on.

Charles A. Briggs

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#### NARRATIVE COMMENTS

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Mr. Randall supervises the unit responsible for developing the DDO answer to Freedom of Information Act and Privacy Act requests, both at the initial request level and, increasingly, at the appeal and litigation levels. His organization is still less than one year old but has gone through several growth surges as the public reacted to the past year's publicity about CIA, demanding great amounts of information. Last March, Randall and his secretary played the role, then the T/O went from 6 to 12 to its current level of 18. In this period, initial requests received by the Agency reached nearly 10,000; appeals number about 300, and there are currently 31 cases in litigation, the DDO being involved in 27. Much overtime is the norm, in a backlogged, firefighting environment.

This has been uncharted sailing. Years of conditioning in sources and methods protection made analysis of DDO materials for release agonizing. The Watergate and Congressional investigation experience produced over reaction tendencies in the Agency. As the individual responsible for releasing or denying DDO materials in the first instance, and subsequently defending DDO decisions in affidavits and adversarial oral depositions, I not only attest to the excellence of Mr. Randall's analysis and recommendations, but gratefully thank those who brought him to the job in the first instance. Frustrating and often demoralizing as his job is, he does it with real

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FITNESS REPORT - Frederick C. Randall Section D - Narrative Comments (Cont'd)

professionalism and seems to have been made for it. As I said in a memo last October which resulted in a QSI for him, in spite of the ambiguity of the guidelines, constant pressure of short deadlines, very large volume of work and cultural trauma generated by the Acts, his performance has been Outstanding.

Earlier fitness reports, in a different context, stated or implied some reservation about his energy or initiative or independent action. I can't imagine that we're talking about the same man. Close to 95% of the mass of Agency FOIA receipts have involved the DDO. I know all of the persons involved in other directorates and said, only 6 months into this year, that Fred was head and shoulders above the others, combining professionalism, tact, persuasiveness, analytic skills, tough-mindedness and pragmatism in sources and methods protection. He suggested policy, strongly influenced implementation, and debated, usually successfully, with the lawyers, with DDO branch, division and staff chiefs, with other Agency contacts and others above his current grade level--all with a sustaining sense of humor.

As to management of his unit: he has consistently resisted empire-building opportunities, trying to keep his staff small. When growth was inevitable, he concentrated on quality in personnel selected for this atypical DDO work rather than accepting the short fix to the statistical backlog problem because routine or "passable" effort is not good enough in litigation. The best reflection of his managerial ability can be seen in an unsolicited testimony from his staff which I have attached to this report to make it a part of the official record; it is the first of its kind to come to my attention in my 23 plus years in the Agency. (If some jaded cynics in these days of non-credibility doubt the spontancity and true feeling of Mr. Randall's staff in this action, and one or two of my staff have, I can only feel sad for them. This is a breath of fresh air to me.)

Randall has made a singularly impressive shift in direction, has changed career category and, in my judgment, has unqualifiedly demonstrated his command of the position he holds. I have recommended recognition of that fact.

Charles A. Briggs C/SS

4 February 1976.

MEMORANDUM FOR: Chief, Services Staff

SUBJECT:

Fred Randall, C/DDO/PIC

- 1. This memorandum is intended to state what we, the staff of DDO/PIC, think of our Chief, Mr. Fred Randall. Mr. Randall is not aware of this memorandum.
- 2. We believe he is outstanding as a manager and fellow worker! His sensitive understanding of human relationships is balanced by a no-nonsense firmness to get the job done. Using extraordinary patience, brains, tact, and diplomacy, along with long hours and weekend time, he has set an example for his entire staff. Mr. Randall's deep knowledge of operations, his grasp of the implications of past operations on current activity, his determination to protect the Agency and the DDO from the devastating impact of unwarranted and unauthorized release of information, and his judgement of the fine line between what should and should not be released under appropriate law and policy, have formed a major line of protection for the USG and the Agency.
- 3. He has not hesitated to make decisions, nor to disagree when he felt disagreement warranted. A strong aversion to pyramid building has underlined his cost-consciousness to get the most done with the least amount of expenditures. Yet, his determination and firmness are based upon an open, objective mind, willing to listen to different views, and to change his position if he is convinced of the need for change.
- 4. His strong desire to mid employees in career development is re-inforced by concrete actions, positive suggestions, defined tasks, and frequent checks to assess the quality and quantity of work product.

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- 5. The nature of the task assigned to DDO/PIC includes the word by word review of thousands of pages of documents. The impact on the Agency, and the USG, of unauthorized disclosure of secrets, adds to the weight of constant decision making, and to the strain and tension of defending a crucial perimeter. And this perimeter is under an almost daily attack of erupting crises. Mr. Randall's dedication and superior ability in handling an onerous, difficult, and complex job, filled with frustrations that would dismay and discourage others, has been truly outstanding.
- 6. Mr. Randall has had his finger in the dike for an incredibly long time. He has been operating in a hazardous, high pressure environment, fraught with penalties if he does not make the right decisions, and little recognized when he does. Yet, his common sense decisions have been accepted, and have become policy-policy that ordinarily is made by very senior super-grade officers of the Agency. An assignment in DDO/PIC can burn out rapidly many competent individuals. Fred Randall is still going strong, and continuing to do an outstanding job!

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10 October 1975

#### MENORANDUM IN LIEU OF FITNESS REPORT

SUBJECT: Mr. Frederick C. Randall, GS-14/7

- 1. This report is submitted as part of a package suggesting that Mr. Randall be awarded a QSI for his performance since becoming the DDO Freedom of Information Officer in February of this year. In this context, it is not appropriate that he see and sign this memorandum, since I want this to be a surprise. Nor, it seems, is it necessary to have a Reviewing Official for this interim report; the DDO has suggested, in commenting on my out-of-cycle recommendation of 8 August 75 for Mr. Randall's promotion, that a memorandum be submitted recommending a QSI at this time.
- 2. I consider Mr. Randall's performance as DDO/FIO (now DDO/PIC, for Privacy Act and FOIA Coordinator) to be Outstanding. As I have said elsewhere, he is, in my view, the most impressive of all the Agency FIO's combining DDO professionalism, tact, persuasiveness, analytic skills and an informed, tough-minded approach toward sources and methods protection. I have received considerable laudatory comment about his work from OCC, OLC, O/DDA and within the DO.
- 3. From a one-man operation with secretary, the FOIA activity expanded in four months to an approved T/O of 7, with a pending request for 5 more, and the possibility of further increases depending on public reaction to the Privacy Act and the amount of litigation that develops. Fred has done an excellent job of selecting his staff for what is an often frantic, frustrating and long-houred environment; he also manages them well, with humor and compassion and with high analysis and output standards. He is conscious of cost, particularly in human effort, in this exercise and of the need for balance in the application of secrecy criteria in today's environment. I am, obviously, impressed and pleased with his assistance, and feel comfortably supported by his group's efforts in avoiding or preparing for litigation actions in FOIA and Privacy Act cases.

Charles A. Briggay Chief, Services Staff

I certify that I have read the above report.

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### MEMORANDUM IN LIEU OF FITNESS REPORT

NAME: Frederick C. Randali

DATE OF BIRTH: 28 October 1926

SEX: Male

GRADE: GS-14

SD: D

POSITION TITLE: Chief, FR Division, Branch III

OFFICE OF ASSIGNMENT: DDO/FR Division

CURRENT STATION: Headquarters

TYPE OF APPOINTMENT: Career

TYPE OF REPORT: Annual

DATE REPORT DUE: 30 November 1974

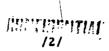
REPORTING PERIOD: 1 November 1973 - 31 October 1974

EMPLOYEE SERIAL NO. 012170

Mr. Randall has now functioned as a Branch Chief under my supervision for a period of about sixtuen months and we have had ample time to observe him in action in this position. I rate him as an overall "Strong" and give him good marks for a steadily improved performance

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(Memorandum in Lieu of Fitness Report - Frederick C. Randall)

during the rating period. Whereas I had indicated in his last fitness report a need for him to be more demanding in challenging faulty proposals or resolving problems which come to him at his Branch Chief level, he now exerts a good degree of initiative in independent action and offers good completed staff work to the Division Chief level for scrutiny. Mr. Randall's branch encompasses four (4) busy Bases (Atlanta, Boston, Los Angeles and San Francisco). He keeps effectively abreast of the operational developments coming out of each Base and represents this Division very persuasively in obtaining good guidance messages going back out to the Bases. He has also kept himself well informed on the Management by Objectives targets assigned to each of his Bases where a total of about forty (40) personnel are assigned, and has been strong in supporting his Bases' efforts to achieve these objectives.

Mr. Randall has matured nicely as a manager these past months and is on top of the many administrative, personnel and operational support problems which are of a frequently recurring nature in our type operational activity. He is also a good team player, has the best interests of this Division at heart, and gives thoroughly of himself in his job. He has worked hard in bringing himself up to his present level of performance which I appraise as an unqualified "Strong".

### CERTIFICATION AND COMMENTS

1.	By Employee:	I cortify that I have seen this	report.	
		Lightly that I have geen this	nov 20,	1914
		Frederick C. Randall	Date	,

2. By Supervisor: Employee has been under my supervision 16 months

Runnell F. Miller DC/FR Date

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### REVIEWING OFFICIALS COMMENTS (Frederick C. Randall)

I concur generally with the comments of the rating officer. I believe Mr. Randall has shown improvement in his handling of his Branch Chief responsibilities. I agree that he has shown greater initiative in this reporting period than in the previous ones, however, I would still like to see a somewhat greater and quicker recognition on Mr. Randall's part of operational problem areas. Granted that this is a talent that is frequently hard to develop, it is nonetheless, essential for all Branch Chiefs in this Division to achieve a high degree of operational perspicacity. Mr. Randall has the ability and needs only additional experience to improve his focus on the operational targeting efforts of his respective Bases. He is a thoughtful and considerate supervisor, respected by his subordinates and he represents the Division very well indeed. Mr. Randall's career would be enhanced were he in a position to accept a field assignment which would get him into direct operational contact, i.e., recruiting and handling agents. Unfortunately, for family medical reasons he will apparently be confined to the Headquarters area for an indefinite period. On balance, I consider him to be a good Branch Chief who willingly works long hours and does his job well.

Walter L. O'Brien

Chief, FR Division

1 certify that I have seen the above Reviewing Officials comments.

\*\*Tuddrick C. Kandall\*\*

| Frederick C. Randall\*\*
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### MEMORANDUM IN LIEU OF FITNESS REPORT

Frederick Randall 0/2/70

DATE OF BIRTH: 28 October 1926

SEX: Male

GRADE: GS-14

NAME:

SD:

POSITION TITLT: Chief, FR Division, Branch III

OFFICE OF ASSIGNMENT: DDO/FR Division

CURRENT STATION: Headquarters

TYPE OF APPOINTMENT: Career

TYPE OF REPORT: Annual

DATE REPORT DUE: 30 November 1973

REPORTING PERIOD: 16 June 1973 - 31 October 1973

EMPLOYEE SERIAL NO. 012170

Mr. Randall has served under me for slightly more than three months and had just taken over his new position duties when I arrived for duty in this Division. During this brief period, however, he has displayed considerable dedication and interest in applying himself to his newly assigned tasks as Chief of one of our three operating branches. This branch which comprises Los Angeles, San Francisco, Boston and Atlanta Bases, is shaping up nicely thus far under this supervision, and appears well organized to support the four bases in the months ahead. He could at times be a bit more demanding in challenging some aspects of proposals or problems at the Branch level instead of allowing them to pass on up to the Division Chief level for decision, but it is hoped that he will gradually develop his style in this direction as he becomes more accustomed to his expanded responsibilities as

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MEMORANDUM IN LIEU OF FITNESS REPORT - Frederick Randall

Page 2

Branch Chief. The thorough test of his managerial skills, however, will occur in this upcoming period when all the Bases in his Branch become operationally active on a broad front and will require a continuing high quality of supervision, guidance and support from the Branch Chief's office. I would rate his performance to date as an overall "Strong".

### CERTIFICATION AND COMMENTS

By Employee: I cortify that I have seen this report.

By Supervisor: Employee has been under my supervision

### 3. Reviewing Official's Comments:

I concur generally with the above rating. I also observed in the early days of Mr. Randall's assignment as Branch Chief, that his performance could certainly have been stronger. It took him somewhat longer than I had anticipated to really take charge of his Branch. However, I feel that as he has continued in this assignment he has made very definite progress. He is now generally well informed on the operational activities taking place in his area and has begun to exercise a greater degree of initiative and aggressiveness in handling the operational matters that cross his dosk. Had I been the rating officer I probably would have given Mr. Randall a somewhat lower, more qualified "Strong" rating. If he continues to improve in the months ahead as he has in the past several, I believe he can earn an unqualified "Strong" rating for this performance.

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SECTION D

NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position beeping in proper perspective their relationship to averall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section C to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel was equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section D, amount a separate shell of paper 5.3 [1] 7.3

In the less than six months since my preparation of the previous report on Mr. Randall, his overall performance has continued strong. He has effectively continued to provide the day-to-day operational support for the FR Bases in Los Angoles and San Francisco and the two (soon to be three) singleton officers in the Northwest, Colorado and Arizona. The level and complexity of the operational support and guidance which he has provided with skill, sensitivity and humanness has continued uniformly high.

Mr. Randall has again effectively trained a new Intelligence Analyst with no loss of efficiency or responsiveness to the ever-increasing field requirements.

Mr. Randall has been under my supervision for 28 months as the San Francisco/Los Angeles Desk officer and has continued successfully to meet the challenges of increased responsibility. It is now planned to appoint him as Branch Chief to be responsible for the Bases in Boston and Atlanta as well as Los Angeles and San Francisco. The increase in complexity of this new assignment for him will be heightened by the assignment of additional operational personnel in three of his four Bases, which will materially add to the demanding workload of his Branch. We are confident he will be able to meet the challenge of these added responsibilities.

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SECTION E	CERTIFICATION AND COMMENTS
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2.	BY SUPERVISOR
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DATE	OFFICIAL TITLE OF SUPERVISOR TYPED OR PRINTED NAME AND HIGHATURE
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3,	BY REVIEWING OFFICIAL
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remarks contained at we have appointed his We have every reason	me to add to the above comments. I fully concur with the bove and as stated, based on Mr. Randall's fine performance in as Branch Chief who will be responsible for four FR Bases in to believe that he will handle this new assignment with skill ur continuing close association.
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SECTION B PERFORMAN	ICE EVA	LUATION	12 - 31	October	19 (6			
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O-Outstanding Performance is so exceptional in relation to requirement work as to warrant special recognition.		work and in comp	variion to the p	serformance of	others doing simi	ы		
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geographic areas.					S			
PRESENT NO. 2	<b>**</b>		_	_	RATE	188		
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PECIFIC DUTY NO. 3  Maintains continuing relations with all e	lement	s of the C	landesti	n <b>o</b>	. KAT.	NO RA		
Service necessary to support and direct the San Francisco and Los Angeles Base	the op	erational	activitie	s of				
PECIPIC DUTT NO. 4		·			RATI	SG EP		
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SECTION C

#### NARRATIVE COMMENTS

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Mr. Randall continues to exercise the responsibility of providing the day-to-day operational support for the FR Bases in Los Angeles and San Francisco. The comments that were made in the previous fitness report bear repetition. In any other Division the backstopping of two Bases, which are Stations in all but name, would involve at least an entire branch and all the supervisory responsibility that such support entails rather than a single officer with an Intelligence Analyst. Mr. Randall does all of this and has continued to do it well. During the year both Bases have increased substantially in size and in degree and complexity of the operational activities there. He has supported both Bases exceptionally well.

In addition to carrying on the full-time responsibility for both Bases he has continued to demonstrate a willingness and a sensitivity to increase the effectiveness of his Intelligence Analyst, who has now gone on to a sensitive SB position with additional responsibility by careful tutorial training and guidance. He has then been called upon to train a second Intelligence Analyst quickly and did so while maintaining a high degree of responsiveness to the continued demands of the two Bases.

Mr. Randall continued to turn in a "Strong" performance and is held in high

/Continued/

SECTION D	CERTIFICATION AND CO	DAMENTS
1.	BY EMPLOYEE	
	CERTIFY THAT I HAVE SEEN SECTIONS A. L	
13 December 1972	Frederick C. Randal	(U)
2	BY SUPERVISOR	_
MONTHS EMPLOYER HAS BEEN UNDER MY SUPERVISION 20	IF THIS REPORT HAS NOT BEEN SHOWN	TO EMPLOTEE, GIVE EXPLANATION
1 3 DEC 1972	Chief, FR Branch I	TYPED OR PRINTED NAME AID SIGNATURE  MAURICO A. SOVORN
3.	BY REVIEWING OFFICE	AL
COMMENTS OF REVIEWING OFFICE		

I fully concur in the overall "Strong" rating given to Mr. Randall. During this reporting period he has certainly performed in an extremely able manner. When Mr. Randall was first assigned to our Division Headquarters component, it was my distinct impression that he was very definitely lacking in energy. However, as time has progressed and he has become more experienced in our mode of operations, I am pleased to note that he pursues his operational objectives with very commendable energy and vigor. Mr. Randall writes well and quickly. I think his operational judgment is good. I also believe that his strengths lie in the Headquarters or Staff end of the Clandestine Service rather than in direct agent recruiting and

Deputy Chief, FR Division Wafter L. O'Brien

FITNESS REPORT: Frederick C. Randall (1 January 1972 - 31 October 1972)

### NARRATIVE COMMENTS (Continued)

regard by the Chiefs and officers of the Bases with whom he deals on a regular basis.

To an individual of Mr. Randall's intellectual depth and basically sound operational approach to Division problems the challenge of even more responsibility is warranted. He is now programmed to assume the operational support responsibility for the New York Base sometime next summer.

### REVIEWING OFFICIAL'S COMMENTS (Cont.)

handling activities. I think he is ideally situated in his present assignment and we are most happy with his performance in our Division.

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#### SECTION C

#### NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective, their relationship to averall performance. State suggestions made for improvement of wait performance. Give recommendations for training. Comment on foreign Language competence, if regulared for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Mannet of performance of managerial or supervisory duties and cost consciousness in the use of established, space, equipment and funds, must be competed on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

Mr. Randall has the responsibility of providing the day to day operational support to FR Bases in Los Angeles and San Francisco. Both bases have increased substantially in size during the past year to where there are presently six senior case officers and an intelligence assistant in Los Angeles and ten senior case officers and an intelligence analyst in San Francisco all generating significant operational activity requiring substantive guidance, management and organizational initiative of the highest order. In any other Division the backstopping of an element of this size and complexity would involve an entire branch and all the supervisory responsibility that goes with it rather than a single officer and an intelligence analyst. In the FR Division the decision was made to keep the Headquarters complement small and to do a job with carefully selected experienced and skilled senior operations officers who, based on their own field and porsonal experience, are able to press the right buttons to evoke appropriate responses from the various area divisions and staffs and to provide practical guidance on their own.

In exercising this function, Mr. Randall has continued to demonstrate those critical qualities of energy, loyalty and dedication. He cares. He is concerned with end results as well as the means by which the end is reached. He is

SECTION D CERTIFICATION AND COMMENTS BY EMPLOYEE AND C OF THIS REPORT I CERTIFY THAT I HAVE SEEN SECTIONS A, B, SIGNATURE OF ENGLOYES 9/2/12 carkal. tribuses BY SUPERVISOR 11 OFFICIAL TIFLE OF SUPERVISOR 9 February 1972 Chief, FR/Bl BY REVIEWING OFFICIAL

COMMENTS OF HEVIERING OFFICIAL

I think the narrative portion of the above rating is a thoughtful and accurate account of a conscientious officer's performance. However, I believe the letter grades are a little on the high side as I feet a precise letter description would be in the overall "S-" or "P+" category. Since I have great confidence in the rating officer, I am prepared to defer to his judgment as stated above. I think it might be noted that Mr. Randall has indeed come along very nicely in his present assignment. I believe he is eminently well qualified to perform his current job. I believe that his talents and experience are better utilized in his current assignment then they would be in a more direct operational, i.e., agent handling and

10 February 1972

Deputy Chief, FR Division

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### Section C - NARRATIVE COMMENTS continued

intellectually honest and has developed his organizational imagination to where he is able to identify the potential operational advantages and disadvantages on which he bases his recommendations for appropriate action.

Mr. Randall is a humanist, careful and considerate in his dealings with others, firm when necessary, scrupulously fair, with a down-to-earth approach and a sensitiveness to the nuances of the interrelations of major headquarters components all of which contribute to his Strong performance.

Mr. Randall unfailingly demonstrates a wide ranging intellectual awareness and curiosity, and is able to refine and use these in his approach to problem solving.

Mr. Randall writes well and succintly. He continues to turn in a Strong performance and is held in high regard by the Base officers with whom he regularly deals.

### Section D - REVIEWING OFFICIAL'S COMMENTS continued

recruiting situation. On balance, I have been pleased with Mr. Randall's performance and feel that he is doing a good job.

As a final statement, it is my opinion that Mr. Randall does not have the requirite GS-14 convertibility from his present desk assignment to that of an active field case officer charged with the recruitment of agents. This is not stated in designation of Mr. Randall for there is clearly a need and a place for the type of talents he possesses. I think we have found that place in the job that he is now performing.

FITNESS REPORT				2 40	LOTER SERIAL	NJ#85#		
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	GENERA							
1. NAME (Lust) (First) (Middle)		TE OF BIRTH	J. SEX	4, 61				
Randall, Frederick		/28/26	<u> </u>		S-14	D		
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SECTION B PERFORMA								
U-Unsatisfactory  Performance is unacceptable. A rating in this cate could range from counseling, to further training, to or proposed in Section C.	U-Unsatisfactory  Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could ronge from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken							
M-Morginal  Performance is deficient in some aspects. The reaso taken or recommended should be described.	ns for assign	ing this rating sh	ould be state	d in Si	ction C and rem	rdial actions		
P-Proficient Performance is satisfactory. Desired results are bein		in the manner exp	ected.					
S-Strong Performance is characterized by exceptional profice	•							
O-Ovistanding Performance is so exceptional in relation to require work as to warrant special recognition.			arison to the	perfor	mance of others o	loing similar		
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List up to six of the most important specific duties performed d manner in which employee performs EACH specific duty. Consi with supervisory responsibilities MUST be rated on their ability	ider ONLY	effectiveness	in performa	nca o	that duty. Al			
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and San Francisco, including process						0		
clearances for recruitment of individu	ials in	the acader	nic wor	ld.	055 "			
SPECIFIC DUTY 7.0.2 .						RATING		
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operational activity of the two Bases.					•	Ş		
SPECIFIC GUTY NO. 3		·	<u> </u>			RATING		
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and FI Operational Reports.						P		
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SECTION C	HAPRATIVE COMMEN	rs
overall performance. State sugges on foreign language compotence, basis for determining luture persons the wise of personnel, space, e. Section C, attach e separate shee Mr. Randall continue cern. Given the com DDP on cover matter recruitment of suppor characterize his over accomplished in a percally rather significan cruitment of foreign rathere is no doubt that of recruitment that the consciously maintar purposes. He is held desk work is done by that this service main work, and the fact that Since the supervisor harather conscious det the responsibility of the service of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supervisor of the supe	stions rade for impresentant of most performed for covered position. Amplify or a minel oction. Beings of serious and large of serious and large. It of paper. It is responsibilities plexities of dealing with every s, academic approvals, targe et assets, secure operational all performance as evincing evid which saw both Bases incently. In the ultimate, the realistionals. While recruitment his support of the two Bases ese Bases had as compared to fined an excellent balance in the inhigh regard by both Bases his Intel Assistant, it is a trillitains a high rate of efficiency the during this period there were began phasing out of his job for	exceptional proficiency. This was rease their striking power numerial test of performance is in resis not part of Mr. Randall's duties contributed to the highest record any other year. At the same time he outgo of funds for operational Chiefs. Since much of the routine bute to his supervisory capability despite the significant increase in three different intel assistants. In several months prior to 31 March Randall in fact assume some of she taken these added tasks
SECTION D	CERTIFICATION AND COMM	
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1.	87 EHPLOYEE	W. C. O.S. TAUC OFFICER
OATE . / /	ERTIFY THAT I HAVE SEEN SECTIONS A, B, AN	D C OF THIS REPORT
27/4/11	Jedden Co	and all
2. MONTHS EMPLOYEE HAS BEEN	BY SUPERVISOR	
DATE 27 April 1971	OFFICIAL TITLE OF SUPER-MOR  C/DOI/1	TYPED OR PRINTED NAME AND SIGNATURE
ar April 1771	, GIBOITE	Joseph P. Bulik
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22 May 1971	Acting Chief, DO Division	Walter L. O'Brien
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#### CTION C NARRATIVE COMMENTS

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This is Mr. Randall's first fitness report for a Headquarters assignment following nearly 9 years in the field, of which over 4 years were at the Washington Base. Even with this field background of operational activity in the USA, Subject finds himself faced with a different kind of target situation than he had at the Washington Base. Since the Los Angeles and San Francisco Bases have little in terms of a large PCS diplomatic community (as compared with Washington), their targetting for the most part is aimed at those foreign nationals, designated as important targets by the area divisions, who are graduate students in US universities

The reporting period (of 3 1/2 months) is too short a time to give a fair evaluation of Subject's performance. This much can be said. Subject has undertaken his responsibilities with enthusiasm and a willingness to learn. He has made mistakes but these were "par for the course" and none that were not retrivable and correctable. Given the way he has jumped into the fray, I would characterize his overall performance as evincing exceptional proficiency. He is conscious of and maintains a good balance in the outgo of funds for field operational purposes. He is a good supervisor. He has more to absorb and digest in terms of the myriad problems facing an officer giving total support to two Bases. He has to date made an auspicious beginning. As a desk officer, agent recruitment is not part of his duties.

SECTION D	CERTIFICATION AND CO	OMMENTS						
BY EMPLOYEE								
1	CERTILY THAT I HAVE SEEN SECTIONS A, E	B, AND C OF THIS REPORT						
DATE	SIGNATURE OF ENFLOYEE							
2.	BY SUPERVIOR	<u> </u>						
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPER VISION 3 1/2	Subject is on TDY outside of the USA.							
UAFS	OFFICIAL TITLE OF SUPERFIER	Joseph JJ Bulk						
8 Apr II 1970	C/DOI/1	Joseph J.J. Bulik						
}	BY REVIEWING OFFICE	IAL //						

I think the above rating is an eminently fair and accurate rating of Mr. Randail. He has caught on quickly and has performed well. I look forward to a continuing good performance from this officer,

9 April 1970 DCEN/I Walter L. O'llrion

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		CHA	ESS REPORT				012170	
SECTION A			G	ENERA			<del></del>	····
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### SECTION C HARRATIVE COMMENTS

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This case officer is intelligent and articulate, and is capable of dealing with equanimity with intellectuals, particularly academicians. He has had sufficient experience in field assignments to have developed an area of expertise. His operational and intelligence reporting is organized, coherent and thorough.

He was one of the few officers within the Base who made agent recruitments during the period. One of these was essentially routine, through no fault of the rated officer, but in another case the officer skillfully used an imaginative cover, as he also did in a third recruitment case which had the additional complexity of WODISH involvement. In all these cases the officer illustrated his ability to plan, organize and carry through an operation to a successful conclusion.

If I were to fault this officer I would say that he is not essentially an activist, and that he lacks the force to be a notable recruiter. Conversely he does possess the sense of caution which slows down recruitment but also saves mistakes.

(continued on separate sheet)

SECTION D	ECTION D CERTIFICATION AND COMMENTS								
1.	BY EMPLOYEE								
	CERTIFY THAT I HAVE SEEN SECTIONS A. D. A	NID C OF THIS REPORT							
3 February 1970 Frederick C. Randall (Signed in Pseudo on Form 45a)									
2.	BY SUPERVISOR								
WONTHS EMPLOTED HAS BERY UNUER MY SUPERVISION	IF THIS REPORT HAS NOT DEEN SHOWN TO EMPLOYER, QIVE EXPLANATION								
12	•	·							
CA'E	OFFICIAL TITLE OF SUPERVISOR	TIPED ON PRINTED NAME AND HONATURE							
3 February 1970	Chief of Base	John G. Shaffer, Jr. (Signed in Pauedo on Form 45)							
* ·	BY REVIEWING OFFICIAL								

I am somewhat surprised that the rater gives an overall rating of "P" for Subject's performance when in the rater's own words "he was one of the few officers within the Base who made agent recruitments." In another recent fixness report on another officer who has since been transferred and whose activities for the year have been rather minimal, i.e., no recruitments and rather marginal agent handling, the rater gave him the overall rating of "S". Apparently the rater prefers a "social animal." The fact remains that Subject, while giving the outward impression of being low-key was indeed an active and thorough case officer and was given special assignments because of his dependability and capabilities. I would have given Subject a higher rating.

6 March 1970

CONSECUTE UF REVIEWING OFFICIAL

0/001/1

rapinglist Hunklander

S-E-C-R-E-T

SECTION C NARRATIVE COMMENTS (Continued)

I would rate this officer higher in any job which puts greater emphasis on orderly analytical production.

Officer is adequately cost-conscious. I had no opportunity to observe his capability as a supervisor.

			(Bhen i		(*)						
	FITNESS REPORT 012170									NUMBER	
SECTION A	GENERAL								<del></del>		
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SECTION C NARRATIVE COMMENTS

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Subject is the FE referent for the Base and, as such, has the responsibility for coordinating all work against the FE targets as well as himself handling the bulk of operational activity in this category. In addition, as is true of all officers at the Base, he is responsible for contacting and developing American and foreign nationals in the Washington area with the capability of producing intelligence and operational information of interest to WOFIRM. His forte continues to be the exploitation of existing assets rather than the recruitment of new agents, particularly among foreign nationals. However, the lack of a good access cover has hampered his recruitment activity against foreign nationals to some extent. He performs his supervisory functions well. He has asked for transfer to WCROMP and the rating officer endorses this request, feeling that Subject's high degree of expertise in the FE area would well qualify him for work of a substantive nature in the WORCMP. Subject is cost conscious and his accounting for official funds is prompt and accurate. No training is contemplated or recommended at this time.

SECTION D	CERTIFICATION AND CO	OMMENTS .							
1,	BY EMPLOYEE	BY EMPLOYEE							
1	CERTIFY THAT I HAVE SEEN SECTIONS A, E	B, AND C OF THIS REPORT							
DATE	SIGNATURE OF EMPLOYED								
16 Jan. 1969	Signed in pseudo on Form 45a								
2.	BY SUPERVISOR								
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN	to employee, give explanation							
49	·								
DATE	OFFICIAL TITLE OF SUPERVISOR	(Signed in pseudo on Form 45a)							
16 Jan. 1969	DCOB, Washington	Robert E. Boies							
3.	. BY REVIEWING OFFICE	IAL							
COMMENTS OF NEVIEWING OFFICE	A L	Profit was transferred from an antitude creative from the resident from the profit of an antitude from the special profit of the							

As Reviewing Official, I am in complete accord with the performance evaluation given this employee as outlined above.

16 January 1969 Chief of Base, Washington

Audolph E. Gomez

	-1	FITNESS REPORT	-	•		012170	NUMBER
SECTION A		······································	ENERA	<del> </del>	<del></del>	L	
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6. OFFICIAL POS		7				. CURRENT STATIO	<del></del>
	Ops Officer	•	DE	P/DOD/V	Vash.	Washingt	on
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X CAREER	MESERVE	TEMPONARY		INITIAL		REASSIGNMEN	SUPERVISO
CAREER-P	ROYISIONAL (See Inst	ructions - Section C)	X	ANNUAL		REASSIGNMEN	TEMPLOYER
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CTION C	NARRATIVE	COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign-language competence, if roquized for current position. Amplify or explain tatings given in Section 8 to provide best basis for determining future personnel action. Manner of performance of managetial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if topping-life. We stra space is recoded to complete Section C, attach a separate sheet of paper.

- Subject is the FE "referent" for the Washington Base and, as such, has the responsibility for coordinating all work against the FE targets as well as himself handling the bulk of operational activity in this category. In addition, as is true of all officers at the Base, he is responsible for contacting and developing American and foreign nationals in the Washington area with the capability of producing operational and intelligence information on other areas of priority interest to WOFIRM. His forte continues to be the exploitation of existing assets rather than the recruitment of new agents, particularly among foreign nationals. He writes well and is orderly and professional in his approach to operations. His work on the highly involved and sensitive WUWORTHY case is cited in this regard. Although he continues to feel a bit unsure of himself in operational areas other than FE (to a degree not warranted by his performance, as the WUWORTHY case shows) he is improving in this regard and is on his way to bringing his operational activity in other areas up to the level of his performance on Asian targets. He performs his supervisory functions well. He is very cost conscious and his accounting for official funds is prompt and accurate. No particular training is contemplated or recommended at this time.

SECTION D	CERTIFICATION AND	COMMENTS
1.	BY EMPLOYEE	
DATE / ///	CERTIFY	
25/4/68	Signed in pseudo o	on Form 45a)
2.	BY SUPERVISOR	?
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOW	N TO EMPLOYEE, DIVE EXPLANATION
40		
DATE	OFFICIAL TITLE OF SUPERVISOR	[ (Signed in Pseudo on Form 45a)
25 April 1968	Chief, NOG	Robert E. Boies
3.	BY REVIEWING OFFI	CIAL
COMMENTS OF REVIEWING OFFICE	A L	

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As Reviewing Official I am in full concurrence with the evaluation given this employee, as outlined above.

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-45		COB, Washington	Rudolph E. Gomez

### TRAINING REPORT

China Operations Course No. 1-68 40 hours, full time 4 - 8 March 1968

: Randall, Frederick C. Student Office

Year of Birth: 1926 Service Designation:

: CS-14 Grade No. of Students

EOD Date : Sept. 1951

### COURSE. OBJECTIVE

To prepare Clandestine Services officers to conduct operations against Communist China from the point of view of Human Source Collection; to present material directed toward the updating of officers in the operational realities inside and outside China today; and specifically to train officers in providing political, politicalmilitary, advanced weapons and other coverage of the priority China target which cannot be obtained by technical means.

### ACHIEVEMENT RECORD

This is a certificate of attendance. No record is made of individual performance in the course.

FOR THE DIRECTOR OF TRAINING:

1 5 MAR 1988

Tate

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Chief Instructor

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SECTION C HARRATIVE COMMENTS

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Subject has Washington Base responsibility Gog Wholations directed against FE Division targets. He continues to do an excellent job of exploiting his foreign and domestic contacts for operational and intelligence purposes. His patience, skill and sphistication in the handling of sensitive oriental agents and agent candidates has meant a continual increase in the calibre of Base operations against these targets. He has developed a Burmese official (WUTHAL) to the point of giving useful information on his Embassy and his Government's intentions at a time when it is difficult to have any contact with Burmese at all. The intelligence reporting from his other agents—particularly WUFLY and WUSHARK—has been impressive and he has talked WUSHARK into attempting to get a posting to Peking.

He has, on his own, developed a solid academic cover and has used it to advantage on occasions when his official cover was not appropriate. He is very cost conscious and his handling of confidential funds is characterized by good judgement and prompt accountings. He has excellent working relations with his colleagues at the Base and in Headquarters.

(Continued on supplement sheet)

SECTION D	CERTIFICATION AND C	OMMENTS						
1.	BY EMPLOYEE							
•-	I CERTIFY THAT I HAVE SEEN SECTIONS A.	&, AND C OF THIS REPORT						
13/0/69 SIGNATURE OF EMPLOYEE								
2.	BY SUPERVISOR							
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FITNESS REPORT FOR: Frederick C. RANDALL

SUPPLEMENT SHEET

Continuation of Section C:

Subject's liaison contacts with the FBI and Pentagon officials have been handled in a superior manner reflecting credit on the Agency; both the FBI and the Air Force officers concerned have praised Subject's work.

He supervises one secretary/stenographer.

No training is contemplated at this time.

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SECTION C

NARRATIVE COMMENTS

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Subject has US Station responsibility for Far Eastern operations.

He continues to do an excellent job of exploiting his foreign and American contacts for operational and intelligence objectives. His handling of a difficult penetration agent in the Indonesian Embassy (HASHARK) has received high praise in formal traffic from Headquarters A previously unproductive Station agent (WUALLOY/1) has improved his reporting and his access since Subject has taken him over, and was the Station's only agent at the Havana Tri-Continent Conference. Subject's handling of a potential penetration operation against the Indonesian Embassy showed balanced judgment and a good appreciation of the CE and FI factors involved. His knowledge of Far Eastern politics, geography and contemporary history is encyclopedic, and his handling of orientals in the USA confirms the high marks given him by FE supervisors in earlier reports. He has begun to use his cover in initiating new contacts within the diplomatic community, as well as continuing to assess several WUENVOY candidates within the academic community. His handling of confidential funds is characterised by good judgment and prompt accountings. He has excellent working relations with his colleagues at the Station and in Headquarters.

(Continued on attachment)

SECTION D	CERTIFICATION AND	COMMENTS	
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15 September 1966	Chief, US/NOG	Robert E. Boios	
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SHORET

Continuation of Section C Fitness Report

F. C. Randall

His contacts with FBI and Pentagon officials have been handled in a manner reflecting credit on this Agency, and both the FBI and the Air Force officers concerned have praised Subject's ability to the undersigned.

No training is contemplated at this time.

SECTET;

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SECTION C

14 February 1966

NARRATIVE COMMENTS

STAINER OF PERSONNER

Harry Al Hositako

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to everall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on larging language competence, it required for current position. Amplify or explain ratife against in perticipal armovide best basts for determining future personnel action. Morner of performance of managerial or adjusted by the bast back in applicable.

Subject has U.S. Station responsibility for Far Eastern operations. Since submission of the "Memorandum in Lieu of Fitness Report #4t 128Mend of 1965, Subject has worked well into the local operational environment and is doing an excellent job of initiating exploitable contacts. A previously unproductive Station agent (WUALLOY/1) has improved his reporting and his access since Subject has taken him over and was the Station's only agent at the Havana Tri-Continent Conference. Subject's handling of a potential penetration operation against the Indonesian Embassy showed balanced judgement and a good appreciation of the CE and FI factors involved. His knowledge of Far Eastern politics, geography and contemporary history is encyclopedic and his handling of orientals in the USA confirms the high marks given him by FE supervisors in earlier reports. He has begun to use his cover in initiating new contacts within the diplomatic community as well as continuing to assess several WUENVOY candidates within the academic community. His handling of confidential funds is characterized by good judgement and prompt accountings. He has excellent working relations with his colleagues at the Station and in Headquarters.

No training is contemplated at this time beyond the Clandestine Services Review Course which Subject will take in March 1966.

SECTION D	CERTIFICATION AND CO	MMENTS				
1.	BY EMPLOYEE					
1)	CERTIFY THAT I HAVE SEEN SECTIONS A, B,	, AND C OF THIS REPORT				
14 February 1966	SIGNATURE OF EMPLOYEE ( Karidall					
2. BY SUPERVISOR						
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYER, GIVE EXPLANATION					
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14 February 1966	Chief, US/NCG	Robert E. Boies				
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Chief of Station, U. S.

## SICIET

### MEMORANDUM IN LIEU OF FITNESS REPORT

NAME : Frederick Randall

012170

ESPORTING PERIOD: 21 June 1965 - 31 December 1965

DATE OF BIRTH : 28 October 1926

- SEX : Male

GRADE : GS-1

SD : I

OFFICIAL TITLE : Operations Officer

ASSIGNMENT : DDP/DOD/USS

CURRENT STATION : Washington, D. C.

APPOINTMENT : Career

TYPE OF REPORT : Annual

Subject returned to the U.S. in August 1965, but did not begin substantive work in the Non-Orbit Group at the Station until late September 1965. Much of the time since his arrival has been spent on becoming acquainted with the work of the Station and in casing the operational possibilities among the FE Division targets in Washington. We, accordingly, prefer to delay until April 1966 submission of a formal Fitness Report which, hopefully, will give a more precise and meaningful evaluation of his performance than is now possible.

Subject's predecessor left him with only one "agent" - and an unproductive one at that - plus one or two equally unproductive "contacts" Subject is thus starting essentially from scretch. He is making commendable inroads into the Indonesian student community and we hope that he will also soon get in some solid work on the Indonesian and Burmese diplomatic targets.

We note that Fitness Reports submitted on Subject just before his departure from Tokyo gave him high marks for his operational support work in Japan and regretted that the situation in Tokyo did not permit him to be given as much active operational work as he wished. He will certainly

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#### RANDAIL, Frederick C.

have the opportunity for aggressive agent operations in Washington, and is aware that this activity will not be limited to targets of interest to FE Division, but will give him the chance to participate actively in the planning and execution of operations directed at the recruitment and/or handling of other priority targets as well.

No training is recommended at this time beyond the Clandestine Service Review Course which Subject will take in March 1966.

Subject exercises good judgement in his handling of official funds and his accountings are prompt.

He gets along well with his colleagues at the Station and in Headquarters.

#### CERTIFICATION AND COLDENTS

BY EMPLOYEE

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Date	Signature
29 December 1965	Chier, US/1100 John String
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SECRET. (Then Filled In FITNESS REPORT 012170 GENERAL SECTION A I NAME (Middle) 2. DATE OF BIRTH 3. SEX 4. GRADE 3. 80 28 Oct 26 GS-13 Randall. M Frederick C. 6. OPPICIAL POSITION TITLE OFF- DIVIOR OF ASSIGNA Ops Officer DDP/FE/JKO Tokyo IS, CHECK IX) TYPE OF REPORT P. CHECK (H) TYPE OF APPOINTMENT X CAREER REDERVE TEMPORARY REASSIGNMENT SUPERVISOR INITIAL CAREER-PROVISIONAL (See Instructions . Section C) ANNUAL REASSIGNMENT EMPLOYEE SPECIAL (Specify): SPECIAL (Specify): REPORTING PERIOD (From-11. DATE REPORT DUE IN O.P. 1 January - 20 June 1965 SECTION B PERFORMANCE EVALUATION Performance ranges from wholly inadequate to elightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C. W - Wesk Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor A - Adequote P .- Proficient Performance is more than satisfactory. Desired results are being produced in a proficient manner. S - Strong Performance is characterized by exceptional proficiency. Performance is so exceptional in relation to requirements of the work and in comparison to the performance of 0 - Ovistanding others doing similar work as to warrant special recognition. SPECIFIC DUTIES List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific dury. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicese number of employees supervised). SPECIFIC DUTY NO. 1 0 Station Agreed Activities Officer SPECIFIC DUTY NO. 3 Supervisor of persons handling Registry and KURIOT matters. SPECIFIC DUTY NO. \$ S Supervisor of Area Central Source File. SPECIFIC GUTY NO. 4 BATITO S Case Officer as required. -SPECIFIC DUTY NO. . 3 Commanding Officer of Station's principal cover unit. E41143 OVERALL PERFORMANCE IN CURRENT POSITION a nostrocci sirense esé ni econovitable esé enviroultai datdir occolopia edi suedo pnidrepera recentrada edit the make of execution of the duties, incularities, encount of the execution and personal tests of the execution in the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execution of the execut

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15 Jun 63	CON	/s/ William	. Brov

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William Till

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My STATUTE BEDOOM	EMPLOYEE SENIAL	NUMBER
FITNESS REPORT	01.2170	
SECTION A GI	ENERAL	
1. NAME (Last) (Piret) (Middle)	S. DATE OF BIRTH 4. SER 4. GRADE 5. SD	
Randall, Frederick C.	23 Oct 26 M GS-13 D	
6. OFFICIAL POSITION TITLE	7. OFF/DIV/OR OF ASSIGNMENT 4. CURRENT STATIO	N .
Ops Officer	pdp/fe/jho Tokyo	
4. CHECK (X) TYPE OF APPOINTMENT	10. CHECK (X) TYPE OF MEPORT	
X CAREER RESERVE TEMPORARY	INITIAL REABSIGNMEN	-
CAREEN-PROVISIONAL (See Instructions - Section C)	X ANNUAL REASSIGNMEN	EMPLOYE
SPECIAL (Speelly):	SPECIAL (Speciful)	
11. DATE REPORT DUE IN O.P.	18. REPORTING PERIOD (From- to-)	•
28 February 1965	1 January = 31 December 1964	
SECTION B PERFORMANC	E EVALUATION	
positive remedial action. The nature of the act probation, to reassignment or to separation. It is enti- excellence.	alightly less than satisfactory. A roting in this cotego tion could range from equivaling, to further training, to Describe action taken or proposed in Section C. rely satisfactory and is characterized naither by defici d results are being produced in a proficient manner.	placing o
5 - <u>Strong</u> Parformance is characterized by exceptional pr	e - ·	nonce of
others doing similar work as to warrant special		
List up to six of the most important specific duties performed duri onner in which employee performs. EACH specific duty. Consider this supervisory responsibilities MUST be reted on their ability to PECIFIC DUTY NO. 1	r ONLY affectiveness in performance of that duty. All	
Station Agreed Activities Offi	D\$40	0
	1) 5	
PRCIPIC DUTY NO. 8		LETTER
Supervisor of persons handling matters.	Registry and KURIOT	s
PECIFIC DUTY NO. 3		RATING
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Supervisor of Area Central Sou	rce File.	S
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Case officer as required.		S
Commanding officer of Station's	s principal cover unit.	RATING LETTER S
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ECTION C	NARRATIVE COMMENTS

Indicate significant strengths or weathnesses demonstrated in current position keeping in proper per the 106 BBIg relation scale to everell performance. State suggestions made for improvement of work performance. Give recommendations for Irabil Big Remonstrate on toreign language competence, if required for current position. Amplify or explain retings given in Section B to provide best best for determining future personnel action. Mariner of performance of managerial or supervisery duties must be described, if applicable.

Bubject performs his principal duty — handling Agreed PH 165.

Subject performs his principal duty -- handling Agreed Activities -- in outstanding fashion. In this field he represents not only this Station but other FE Stations and KUBARM/lisp general to the U.S. military. Because of his sound operational background, presence of mind, forceful reasoning, and the consideration the military therefore holds for him, Subject has been able to play a prime part in our excellent Agreed Activities posture out here. As a result much valuable time -- and therefore money -- that would otherwise have had to be spent in negotiations with the U.S. military has been saved both by this Station and other KUBARK elements. For this reason the Station is recommending by separate correspondence that Subject be swarded a Quality Step Increase.

Subject also performs his other duties in strong fashion. He is capable, versatile, and continues to show fine career potential.

SECTION D	CERTIFICATION AND C	COMMENTS
1.	BY EMPLOYEE	
	CERTIFY THAT I HAVE SEEN SECTIONS A,	B, AND C OF THIS REPORT
DATE	SIGNATURE OF EMPLOYEE	
25 January 1965	/s/ Frederick C. Randall	
2.	BY SUPERVISOR	·
MONTHS EMPLOYED HAS BEZN UNLER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOW	TO EMPLOYEE, GIVE EXPLANATION
CATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
28 January 1965	peoc	/#/Horace Z. Feldman
3. COMMENTS OF REVIEWING OFFICE	BY REVIEWING OFFIC	CIAL
I heartil employee's con	y concur with the statement tribution to this Station he	meds in Section C above. This as been of the highest caliber.
		·
DATE	OFFICIAL TITLE OF BEFIERING OFFICE	THE STPRO CR PP-STED HAME AND SIGNATUSE
23 January 1965	cou	/s/william Bros

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					SPECIFI	C DU	TIES	<del></del>				
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SECTION C	HARRATIVE	COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position Keeping in proper perspective their relationship to everall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future parsonnel action. Manner of performance of managerial or supervisory duties must be described, if applicable.

This officer has continued the strong performance indicated in his last report. During the rating period he has continued to grow with the job and is certainly ready for broader responsibilities. Our outstanding recommendation for his promotion to the next higher grade demonstrates how we value his services and evaluate his performance.

SECTION D	CERTIFICATION AND CO	OMMENTS
1	BY EMPLOYEE	
	I CERTIFY THAT I HAVE SEEN SECTIONS A, I	B, AND C OF THIS REPORT
12/19/63	/s/ Frederick Randall	
2.	BY SUPERVISOR	
MONTHS EMPLOYER HAS BEIN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN	TO EMPLOYEE, GIVE EXPLANATION
OATE	OPPICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
12/19/63	DCCG	/s/ Robert Wheeler
3,	BY REVIEWING OFFICE	IAL
in the difficult	on has made exceptional strides field of coordination of opera-	s and has an excellent record ations with the various military r this situation can be attributed
to the excellent	work of this employee.	
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**プロセスセイ** 

OPPICIAL TITLE OF REVIEWING OFFICIAL

COS

19 December 1963

CAP THE TELL

/s/ William Broc

	Filled	In)	• •			
1				EMPLOYEE S	ERIAL NOWSER	
FITNESS REPORT				012	170	
SECTION A	NERAI	<del></del>			•	
1. NAME (Last) (First) (Middle)		TE OF BIRTH	J. SEX	4. GRADE	J. 50	
Randall, Frederick	28	Oct 26	м	GS-13	` <b>D</b>	
6. OFFICIAL POSITION TITLE		F/DIV/BR OF	SSIGNMENT		TATION	
Ops Officer		FE.			okyo	
9. CHECK (X) TYPE OF APPOINTMENT	10. CI	HECK (X) TYPE	OF REPORT	·		
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THE DATE REPORT DUE IN G.P.	1		62 - 31			
SECTION B PERFORMANCE	E EVA					
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P - Proficient Performance is more than satisfactory. Desire		,	duced in a j	proficient man	not.	. !
S - Strong Performance is characterized by exceptional pr		•				.
O - <u>Questanding</u> Performance is so exceptional in relation to re- others doing similar work as to warrant special			end in com	parison to the	perrormonce o	'
SPECIF	IC DU	TIES	<del></del>		· · · · · · · · · · · · · · · · · · ·	$\neg \neg$
List up to six of the most important specific duties performed duri manner in which employee performs EACH specific duty. Conside with supervisory responsibilities MUST be rated on their ability to	P ONLY	offectiveness	in performa	nco of that di	uty. All employ	
SPECIFIC DUTY NO. 1					RAT	
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Station PBRAMPART officer			-		P	- 1
SPECIFIC DUTY NO. 2					RAT	ING
'		•			LET	
Supervisor of central registry (5 persons)	)				s	,
SPECIFIC DUTY NO. 3					RATI	
Supervisor of Central Control File, Japan	1000	Saation C	`		S	FER
bapervisor of dential control file, sapar	1366	Decoron o	,		1 3	1
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SPECIFIC DUTY NO. 3	<del></del>			<del></del>	A 1.73	NG.
SECURIC DOLL NO. 3				•	RATI LETT	Eq
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SPECIFIC:DUTY NO. 6			<del></del>		BATE	
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Staff supervision of Station's KURIOT acti	ivitie	:5	•		S	
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Take into account everything about the employee which influences formance of specific duties, productivity, conduct on job, coope particular limitations or talents. Based on your knowledge of emplace the letter in the rating box corresponding to the statement with the content of the statement with the content of the statement with the content of the statement with the content of the statement with the content of the statement with the content of the statement with the content of the statement with the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content of the content o	erativeni sployee':	ss., pertinent Loverali perfo	personal re rmance dur	airs or habits, ing the rating	period 5	
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#### NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action, <u>Manner of performance of managerial or supervisory duties must be described</u>, if applicable.

This officer has brought to bear on his current assignment his varied organization experiences in a manner which brings credit to himself as well as to the organization. His unstinting giving of himself is an outstanding attribute. The trials and tribulations of PRAMPART in an area traditionally hostile to the whole concept have made his assignment particularly challenging, always difficult, and infrequently satisfying; but he sticks to it with firm determination. His supervisory role of our Central Registry frequently catches him in the cross currents of opposing interests and priorities but he successfully calms such troubled waters. While a part of his PERAMPART activities this officer's supervision of the CCFJ, an intelligence community pooled activity for agent checks, has been excellent. Finally, his task under SD 4 is largely a handholding one but one which requires large amounts of tact, patience, and goodvill. There is no other Station officer performing comparable duties with when this officer can be compared.

SECTION D	CERTIFICATION AND COM	MENTS
1.	BY EMPLOYEE	^ .
• 10	CERTIFY THAT I HAVE SEEN SECTIONS A, B,	AND C OF THIS REPORT
DATE	SICNATURE OF EMPLOYEE	
25 Jamuary 1963	Frederick Randal	ll (Signed)
2.	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEIN UNDER MY SUPERVISION	IP THIS REPORT HAS NOT BEEN SHOWN TO	DEMPLOYER, GIVE EXPLANATION
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
11 January 1963		Robert P. Wheeler
3.	BY REVIEWING OFFICIAL	L
COMMENTS OF REVIEWING OFFICE		
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DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPEG OR PRINTED NAME AND SIGNATURE
11. January 1963		William V. Broe

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Initial responsibility for Station FREAL PART netivities  Specific Duty No. 8 Supervision of Station TSD netivity involving one TSD officer  NO.  RATING NO.  5	PRO-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1				(When	Fille	d In)								
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SECTION E	(When Filled )	R OF JOB PERFORMANCE PERSONNEL
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work. Give recommendations	for his training. Describe, if appropriate, i	is possible for development and for assuming greater sections 8, C, and D to provide the best basing of determining the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first basing of the first
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SECTION E NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

Stress strengths and weaknesses demonstrated in current position. Indicate suggestions made to be rivered for importance of his work. Give recommendations for his training. Describe, if appropriate, his potential for developing and the examinal Ways responsibilities. Amplity or explain, if appropriate, ratings given in SECTIONS B, C, and D to provide up to be to be set best basis for deflaphing future personnel actions.

This is Mr. Randall's first experience in a staff position. During the period under review he took firm control of his job and showed substantial improvement over his previous competent performance. His operational background and good sense have to make combined and made him an excellent officer, deserving of further responsibility in a field position. It should also be noted that Mr. Randall performed in excellent

fashion in replacing the rater during the latter's 7-week TDY in the Fall of 1960.

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SECTION E	MAKKATIYE DESCKIPTION OF MANNER OF JUST FERFURMANCE
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Stress strengths	and weaknesses demonstrated in current position. Indicate suggestions made to employee for improvement of his
	immendations for his truining. Discribe, if appropriate, his potential for development and for assuming greater re-
spansibilities.	Amplify or explain, if appropriate, ratings given in SECTIONS B. C. and D to provide the bast basis for determining

During the period under review, Mr. Randall returned from the field and took up the responsibilities of chief of an active and important desk. This initial period has of necessity been one of orientation to Headquarters problems and procedures. Mr. Randall appears to be developing well and has evidenced the capacity for handling his job in a highly competent manner.

L		
SECTION F	CERTIFICATION AND COM	MENTS
1.	BY EMPLOYFE	•
	certify that I have seen Sections A, B, C,	D and E of this Report.
DATE .	SIGNATURE OF EMPLOYED	
29 December 1958	Frederick	Ctarball
2.	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO	ENPLOTEE, GIVE EXPLANATION
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	IP REPORT IS NOT BEING MADE AT THIS TO	RK, GIVE REASON.
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29 December 1958	Chlof, FY/MA	Joseph S. Mich
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d. Compare in your mind, when possible, the		A STATE OF THE STA	different
e. Two individuals with the same job title :	reh po be	rforming different duties. If so, rate them on	
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g. For some jobs, duties may be broken down eve	a further	if supervisor considers it advisable, e.g., con	
and phone operation, in the case of a radio			
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D. DO YOU FEEL THAT HE REQUIRES CLOSE SUPERVISION?	2 •
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E. WHAT TRAINING DO YOU RECOMMEND FOR THIS INDIVIDUAL!	
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F. OTHER COMMENTS (Indicate here general traite, specific report but which here a bearing on effective utilisate	c habita or charocteristics not covered elacahere in the ion of this person):
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. Read all descriptions before rating. Place "X" !	n the most appropriate box under subsections A.B.C.QD
A. DIRECTIONS: Consider only the shill with which the person has performed the duties of his job and cate his secondingly.	G. DIESCTIONS: Besed upon that he has said, his actions, and any other indications, give your opinion of this person's attitude toward the agency.
1. DOES NOT PERFORM OUTLES ADEQUATELY. HE IS	TE MAS AN ANTAGONISTIC ATTITUDE TOWARD THE AGENCY
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HAS HAD SPECIFIC GUIDANCE OR TRAINING. HE	2. HAS STRONG NEGATIVE ATTITUDE TOWARD AGENCY
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2 4. PERFORMS OUTLES IN A TYPICALLY COMPETENT.  EFFECTIVE MANNER.	THE AGENCY. BOTHERED BY MINOR FRUSTRATIONS
9. A FINE PERFORMANCE, CARRIES OUT MANY OF HIS DESPONSIBLE TIES EXCEPTIONALLY BELL.	4. HIS ATTITUDE TOWARD THE AGENCY IS INDIFFERENT
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	4. DEFINITELY HAS PAVORABLE ATTITUDE TOWARD THE AGENCY. BARRING AN UNEXPECTED OUTSIDE OPPOR-
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3- PERIOD COVERED BY REPORT	Branch 5	Irido FAV FIELL	<u> </u>	
From To	initial initial		Special	
10 70, 5 77 0	Sout 5/	nment Reassignme	ent of Supervisor	
Items 7 through 10 will be	completed by the person evalu	eted		
- 7. LIST YOUR MAJOR DUTES- I	M APPROXIMATE ORDER, OF IMPORT	ANCE, WITH A BRIEF DESCRIPTIO	N OF EACH. CHIT MINCH DI	v1165.
Officer. As  1. Respo all FI opera 2. In co intelligence foreign frie	transferred as Chief I of June 1954 major dut asibility to initiate a tions operating from the operation with the Chief reports are properly daily intelligence services in the planning of	ies includes and act as Washington on Djakarta station. If FE/5 Reports, to inslisseminated to custome ces.	case officer for Sure that all r agencies and	
		•		
8. LIST COURSES OF INSTRUCT	ION COMPLETED DURING REPORT PI	R100.	•	
Name of Course	Location .	Length of Course.	Date Completed	
Dutch reading	CIA Language Lab.	2 months	Approx. January 1	.954
:	•		6	·
9. IN SHAT TOPE OF SCHE ARE	YOU PREMARILY, INTERESTED?			
Desire and pl a field, assig case officer	an to continue as a Fi nment arises. At that work in the field.	desk officer until op	portunity for	
20 Septem	the 1954	Indersh.	P. Landalo.	
Itoo's Il through 18 vill be	completed by Supervisor			
L- Beiten in gasching Thes real	son's feafoamance on the whoc	P DUTPES LISTED GADEA IFEM 7	Apart.	
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## SECRET SECURITY INFORMATION

## office of Personnll

15. The west atspect is this peason's Plusonmance on Present and most portectable socially ourgrandings
Subject's performance is characterized by a high degree of industrious of industr
thoroughness. We is one of those supremely useful individuals to whom a supervisor
can assign a task, and then turn to other matters with sure confidence that the job
will be completed, to the last detail and on time. MAN ROOM
13. ON GRAT ASPECT OF FEETSHARCE SHOULD THIS PERSON CONCENTRATE EFFORT FOR SELF INFOCTEMENT?
Subject's command of written English can stand improvement. His writing is by no means
deficient in besic requirements, but practice will be needed to insure consistent
production of clear and well constructed prose.
•
4. COMMENT ON THIS PERSON'S ABILITY TO HANDLE GREATER RESPONSIBILITIES NOW OR IN THE FUTURE.
Subject demonstrates clearly his growing ability to handle larger responsibilities.
His transfiction from a CE finit Chiefs! lob. to that of the Indonesia Desk FI Chief.
has been a markedly smooth one. Once a new technique or precedural method is learned,
subject can put it into operation when required. He is definitely potential material for
a COS slot in the field.
5. ARE THERE OTHER DUTIES WHICH BETTER SUIT THIS PERSON'S QUALIFICATIONS? (Recommend appropriate reastignment, if
No. 1 Control of the control of the
. WHAT TRAINING OR ROTATION OF TOU RECOMMEND FOR THIS PERSON?
Recommended training includes Communist Party Operations and Anti Communist Party Operations. Recommend rotation to an Indonesian field slot. Subject has now, and is increasing his knowledge of Headquarters tasks and procedures. In approximately a year, he should put such knowledge and training into effect in the field. There is every reason to believe that he will make an excellent field case officer.
. IF PERFOUMANCE DURING METCHT PERIOD HAS BEEN UNSATISFACTORY, THERE IS ATTACHED COPY OF HENDMANDUM MOTIFIEMS THIS
PENSON OF UNSATISFACTORY PERFORMANCE.
. THIS PERSONNEL EVALUATED ASPORT MAS BEEN DISCUSSED WITH THE PERSON SYALUATED. ADDITIONAL CONHERTS INCLUDING COMMENT ON ITEMS 7, 8 442 9, ARE SHOWN BELOW UNDER ITEM 20.
Company of them 1, a say v, and shown occor beauty free to.
<b>▲</b>
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Sept 18, 1954 William M. Decker
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Sept 18, 1954 William M. Decker  1 HAVE REVIEWED THE BEIDE REPORT. 10000000000000 Il any, are shown in item 20.17
Sept 18, 1954 William M. Decker  1 HAVE REVIERED THE REPORT. (Comments, If any, are shown in Item 20.1)  2 4 19 164
Sept 18, 1954 William M. Decker  1 SAVE REVIERED THE REPORT. (Comments, 17 any, are shown in item 20.1)  28/9/97  U.O. Goordell
28/9/57 U.O. Hardell
Sept 18, 1954 William M. Decler  1 SAVE REVIEWED THE SETTE REPORT. ICOMMENTS, If any, are shown in item 20.1  28/9/97  SIGNATURE OF STREETERS OFFICIAL.  COUNTRY 3: 117 Accounts, to any to continued on reverse side of cover should.
28/9/57 U.O. Hardell

#### 2-E-2-B-E-I

## TRAINING EVALUATION Course on World Communium No. \_

NAME	منهنه	DATES OF COURSE	NO. STUDENTS
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### OBJECTIVES OF THE COURSE

The Course on World Communism is a four week's course designed to provide adequate background and understanding of the World Communist Movement, and to increase the effectiveness of staff personnel in their ability to interpret and analyze Communist Party and Front organizational structures and the strategy and tactics of the World Communist Movement.

#### CHARACTERISTICS OF THE COURSE

The material in this course is presented by lecture and in seminar discussion. Students are required to prepare written assignments, which are designed to measure the student's ability to apply the knowledge asquired in the course to his special field of activity.

### RATING OF STUDENT ACHIEVEMENT

Students are rated according to the five-point adjectival rating scale (Superior, Excellent, Satisfactory, Work, Failure) in indicating the degree to which they have achieved the course objectives. The meaning of those adjectival ratings are as follows:

SUPERIOR: The student demonstrated outstanding ability or proficiency in meeting this course goal or objective; he indicated an unusually thorough knowledge of the material presented; or, if skills are involved, he demonstrated that he is one of the most effective individuals in this area.

EXCELLENT: The student showed unusual competence, skill, or ability in meeting this objective or goal; he demonstrated a therough graup of the presented material, or, if skills are involved, he demonstrated that he can perform in an extremely effective manner in this area.

SATISFACTORE: The student met this objective in a competent and adequate manner; he descentiated a good understanding and group of the information presented, or, if skills are involved, he demonstrated sufficient competence to operate effectively in this area.

#### S-E-C-R-E-I

WEAK: Although the student may have mot some of the stundards set for minimum nehicoment of this course goal or objective, he demonstrated serious gaps in knowledge or sufficient lack of skill to be of doubtful competence.

FAILURE: The student was unable to grasp the concepts or information presented, or demonstrated that he had not acquired the necessary information and skills to operate at even a minimum expecity in this area.

#### STITUENT'S PERFORMANCE IN THE COURSE

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İİ.	CP Structure & Functions	FAIL	WEAK	SAT	EXC 16	SUP
•	Ratings in this class		i		22	19
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III.	Communist Notheds & Techniques	FAIL	WEAK	SAT 8	EXC 24	SUP <b>110</b>
•	Ratings in this class		1	<u> </u>	1	36
	Ratings in 2 classes		_			

(An astorisk \* indicates this student's ratings.)

INSTRUCTORS! OVER-ALL COMMENT:

FOR THE DIRECTOR OF TRAINING:

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Audio-Curveillance Seminar # 2

	SECTION I	IDENTIFYED INVORC	Koita
Hama RAMDALL, Prodoriek C.		Dates of Jeminar 6-24 June 1955	Nc. Students
Date of Blith  28 October 1926	EUD Dato 10 Septembor 1951	Grade or Hank	Office DDP/FE/5
Projected Assignment of Please officer for In			
	Jection II	COMBERT	

Embject has completed a three-week Seminar which covered the operational and technical aspects of autio-surveillance,

- 1. Subject is qualified to plan telephone top and microphone operations. (He, himself, planted microphones during the Seminar and familiarized himself with telephone tapping procedures.)
- 2. Subject is qualified to install a sicrophone under controlled conditions, that is, in a cafehouse. Moreover, he himself is not authorized to sake an installation sgainst a proper denied area target without specific meadquarters consurrance.
- 3. Subject is qualified to process the product in accordance with procedures outlined in the MMAR Manual and CA 52-51, and to supervise the processing installation, that is, translators, carders and the like.

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floor 7 through 10 mill be completed by the point. 7. LIST TOUR MAJOR GUTTES IN APPROXIMATE ORDER		TH A BRIEF BESCH	IPTION OF EACH	SWIT MINOR DUTIES
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4. LIST COUPSES OF INSTRUCTION COMPLETED DURING	BEFORT PERIOD.			
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#### SECRET SECURITY INFORMATION

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Same as listed in previous report.  10. COMMENT ON THIS FERSON'S ABILITY TO MANDLE CREATER RESPONSIBILITIES NOW OR IN THE FUTURE.  Same as listed in previous report.  13. ARE THESE OTHER OUTIES UNION BETTER SHIT THIS PERSON'S QUALIFICATIONS! (Recommend appropriate resistancent, 19 possible.)  Recommend immediate assignment to Indonesian field significations/ station.  6. WHAT TRAINING OR ROTATION DO TOU SECONDERS FOR THIS PERSON!  Same as listed in previous report.  14. PERSONALIZE DURING REPORT PERSON HAS BEEN UNSATISFACTORY, THERE IS ATTACHED COPY OF MEMORANDUM HOLIFFING THIS PERSON OF UNSATISFACTORY PERSON OF UNSATISFACTORY PERSON OF UNSATISFACTORY PERSON OF UNSATISFACTORY PERSON OF UNSATISFACTORY PERSON OF UNSATISFACTORY PERSON OF UNSATISFACTORY PERSON OF UNSATISFACTORY PERSON OF UNSATISFACTORY PERSON OF UNSATISFACTORY OF REPORT OF PERSON OF UNSATISFACTORY PERSON OF UNSATISFACTORY OF REPORT OF SUPERIORS OF SUPE	
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Same as listed in previous report.	
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W. COMMENT ON THIS PERSON'S ABILITY TO MANDLE GREATER RESPONS	SISTLIFIES NOW OR IN THE PUTURE.
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	TillCylings: raccommond shirohiters terms. America
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Same as listed in previous report.  13. On seat abject of featuresect should this feature concentrate iffor for sile improvement?  Same as listed in previous report.  14. Comment on this featur's apility to mandle catater appropriate for sile future.  Same as listed in previous report.  15. Are friend other duties union setter suit this featur's qualifications? (Recommend appropriate reassignment, if passible.)  Recommend immediate assignment to Indonesian field ************************************	
COMMENTS: it necessary, may be continued on coverse side of	
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SECURITY INFORMATION

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BDR.	STAFF OR DI		NAME 5	( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( )	• • •
3. PERIOD COVERED BY	To	6. TYPE OF REI	41	Affinel	Special
2-10-52	2-10-53		ignment	Reasignmen	t of Supervisor
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#### SECRET SECURITY INFORMATION

12.	IN MAT RESPECT IS THIS PERSON'S PERFORMANCE ON PRESENT UCO MOST NOTICEABLY 6000 OR GUTS'AMDINGT
	Subject is very thorough and industrious. He exhibits marked initiative and a very
	high degree of interest.
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	·
1.3	ON WHAT ASPECT OF PERFORMANCE SHOULD THIS PERSON CONCENTRATE EFFORT FOR SELF IMPROVEMENT?
	Subject will profit by a continuing effort to relate his work to all aspects
· '	of the Agency's intelligence function.
1	
14. (	COMMENT ON THIS PERSON'S ABILITY TO HANDLE GREATER RESPONSIBILITIES NOW OR IN THE FUTURE.
	Subject has proven himself able to supervise the work of others and has handled well
-	the increasing responsibilities of his job.
. •	
	Officials of profit in the control of the control
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19. A	RE THERE OTHER DUTIES WHICH BETTER SUIT THIS PERSON'S QUALIFICATIONS? (Recommend appropriate resultanment, if
P	ossible. J
. i	to change is recommended at this time. His easy, affable manner in dealing with others
,	to the tight and the state of t
	sake subject well qualified for duties requiring more contact with others than his
. , P	resent assignment demands.
10. W	NAT TRAINING OR ROTATION DO YOU RECOMMEND FOR THIS PERSON?
P	urther training is planned to include specialized courses given by the Agency.
•	and warming in biguined on intriduce speciatized contacts fixen by due vicinity.
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7. 11	PERFORMANCE DURING REPORT PERIOD HAS BEEN UNSATISFACTORY, THERE IS ATTACHED COPE OF HEMORANDUM HOTIFYING THIS
	RSON OF UNSATISFACTORY PERFORMANCE.
	ITS PERSONNEL EVALUATION REPORT HAS BEEN DISCUSSED WITH THE PERSON EVALUATED. ASSITICABL COMMENTS INCLUDING
	MMENT ON ITEMS 7, 8 AND 9, ARE SHOWN BELOW SHOER ITEM 20.
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#### SECRET TRAINING EVALUATION -OPERATIONS IMPORTANT: The official to whom this report is entrusted is personally responsible for it. He may show it to other members of his staff or to the student concerned if such action is considered necessary and advisable. This report summarizes the test results. Observations and opinions of the various instructors for the course lasted only. More complete data are available in the files of the office of Training (Coverty, and may be examined after contacting the Training and Evaluation Officer. Any questions as regards the evaluation of this student should be referred to the Chief, Training and Evaluation, IR(C). (#100LE) GRADE 165 CR RANKI NAME OF STUDENT ILASTI (FIRST) AGE RAHDALL. Frederick 25 21 December 1951 COURSE NO. DIVISION PROJECTED ASSIGNMENT OSO/IDZ-3 Intelligence Officer OC 30 PERFORMÂNCE RECORD THE FOLLOWING GRADES SHOW THE ACHIEVEMENT OF THE STUDENT IN THE MAJOR ELEMENTS OF THE COURSE. TWO GRADES ARE Assigned in Each Area. One for comprehension and one for implementation. A specific definition of Each of these Terms. As well as of the adjectival ratings employed, is given on the back of this evaluation form. ADJECTIVAL RATINGS FALLHOF MAJOR ELEMENTS SATISFACTORY EXCELLENT SUPERIOR COMP: IMP: come. IMP. COMP. IMP. COMP. IMP. COMP. TMP. Organization of Clandestine Operations Cover Communications Target Analysis Criteria For Agent Selection 6. Agent Recruitment -Agent Handling Agent Direction Assessment and Reassessment Special Operational Problems THE FOLLOWING INDICATES THE VARIOUS TRAITS AS OBSERVED BY THE INSTRUCTORS DURING THE TRAINING PERIOD. THE OBSEK VALIONS INCLUDE THE STUDENT'S PARTICIFATION AND CONDUCT IN TRAINING AS WELL AS HIS REACTIONS TO VARIOUS PROBLEMS AND SITUATIONS. A. Constructive imagination (NOT CBSERVED \_\_\_\_\_ ) χ Outstandingly cre-ative, inventive, Devoid of construc- Showed only a very tire imagination | limited degree of or inventiveness | constructive ima-Domonstrated the Dutstanding i possession of crastive shiftity to a or original. Showed sufficient constructive im-agination to meet greater than averin approach to ginstion. at school situstions adequately. age Jegree B. Astutoness (NOT OBSERVED \_\_\_\_\_ 1. Exhibited below average skepticise and discorment. Displayed excep-Appeared guisible and naive. Displayed adequate Displayer abovo judgment and par-apicacity. average parapi-cacity and about ticism. and perspicacity. C. Industry (NOT'OBSERVED Ä Volunteered greater #22 unusually in-time and effort dustrious, giving than is normally generously of time expected in this and effort. Dis not shoe suf-Applied only the minimum amount of time and effort Showed adequate ficient apptica-tion of time and effort. compliance as re-gards time and necessary. offort nacessary. D. Initiative (NOT 085ERVED \_\_\_\_\_ ) Consistently failed Generally exhibited Bornally took atoms Usually disclayed Unusual to act without a low level of entropied by to reprise but or eithor extends and approximately prompting on the own. and Bygreasiveness.

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## TRAINING EVALUATION

OPERATIONS

IMPORTANT: The official to whom this report is entrusted is personally responsible for it. He may show it to other members of his staff or to the student concerned if such action is considered necessary and advisable.

This report summarizes the test results. Observations and opinions of the various instructors for the course depth to the various instructors for the course depth to the office of Training (Covert), and may be examined after contacting the Training and Evaluation Officer. Any questions as regards the evaluation of this student should be referred to the Chief, Training and Evaluation, TR(C).

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THE FOLLOWING GRADES SHOW THE ACHIEVEMENT OF THE STUDENT IN THE MAJOR ELEMENTS OF THE COURSE. TWO GRADES ARE ASSIGNED IN EACH AREA. ONE FOR COMPREHENSION AND ONL FOR IMPLEMENTATION, A SPECIFIC DEFINITION OF EACH OF THESE ICRNS. AS WELL AS OF THE ADJECTIVAL RATINGS EMPLOYED, IS GIVIN ON THE BACK OF THIS EVALUATION FORM.

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2 1 MAY 1979

MEMORANDUM FOR: Mr. Frederick Randall

FROM:

John N. McMahon

Deputy Director for Operations

SUBJECT:

Letter of Commendation

I have been advised that in connection with the Westinghouse FOIA litigation case you were a member of a team of employees who worked the weekend of 21-22 April to meet a court-imposed deadline. Your devotion to duty as demonstrated by giving of your time to process material for this case is most praiseworthy. I know this is not the first time that you have worked evertime to know our wood first time that you have worked overtime to keep our good record. Thanks.

John N. McMahon

Frederick C. Randall

Dear Frederick,

Please accept my appreciation for an assignment well done as a member of the FY 1979 GS-13 Personnel Evaluation Board.

Your full-time service with the Board represents a major contribution to the Directorate's program of personnel assessment and management. Your recommendations for promotion, career development, and other matters have been very helpful.

I believe you will find on return to your regular duties that this time spent with the Board has broadened and sharpened your own focus on the personnel aspects of Agency management. I think it will make you appreciate more than ever our needs for carefully and candidly written appraisals of employees.

Sinceroly,

John N. McMahon Deputy Director for Operations

#### ADMINAGTRATIVE - INTERNAL USE ONLY

16 MAG 1979

Chiefs of DO Staffs and Divisions

FROM:

William F. Donnelly

Chief. Information Services Staff

SUBJECT:

MEMORANDUM FOR:

Commendation

1. On 9 March 1978, the CIA Information Review Committee took note of the excellent work done by the Directorate of Operations in processing requests under the Freedom of Information and Privacy Acts. The Deputy Director for Operations was present, as were other Deputy Directors.

- 2. I would like to add my endorsement to that of the CIA/IRC and to commend all those who were/are involved in the processing of FOIA and PA requests. Although complex and time consuming, these tasks are obligatory by federal laws. In meeting the intent of the law, a difficult balance must be achieved. On the one hand, the rights of our citizens must be respected. On the other, the obligation of the Agency to protect its sources and methods must be honored. In meeting these rights and obligations, the Directorate of Operations has handled some 16,000 requests to date. In all instances where a requester has gone to the federal courts, the 100 has never lost a case based upon our exemptions for sources and methods or classification.
- 3. This outstanding result stems directly from the very high quality of professionalism, dedication, excellent judgements by those involved, and close cooperation within the DO. These characteristics have contributed substantially to establishing legal and administrative foundations of considerable value to the U.S. Intelligence Community. As such, I request that this commendation be placed in the official files of the individuals involved for a job well done!

Villiam F. Donnelly

FILE . Frederick C. Randall

ADMINISTRATIVE . INTERNAL USE ONLY

# Department of Defense Computer Institute

The Department of Defense Computer Institute

has conferred upon

MR. FREDERICK C. RANDALL

this certificate denoting satisfactory completion of the Computer Orientation for Intermediate Executives Course granted at the City of Washington, District of Columbia.

4. G. CHAREST, CAPTAIN, U. S. HAYY
DIRECTOR

22 APRIL 1977

0476

## POLICY AND COORDINATION STAFF OFFICE OF THE DEPUTY DIRECTOR FOR OPERATIONS

#### TRAINING REPORT

#### EXECUTIVE WRITING SEMINAR NO. (1-6)

RANDALL, Frederick PARTICIPANT -

GRADE -

-OFFICE - ISS

CAREER DESIGNATION -

NUMBER OF PARTICIPANTS - 20

The Executive Writing Seminar is a part-time course consisting of one hour of class daily for two weeks, plus one half-hour private counseling session. It is designed for middle and upper level executives of the Directorate.

The objective of the Seminar is to improve the quality of written presentations to senior echelons of the Agency and the U.S. Government. It is an intensive writing-training course concentrating on clarity, brevity, and accuracy of expression.

This is a certificate of attendance only, and no attempt is made to evaluate student achievement.

FOR THE CHIEF, POLICY AND COORDINATION STAFF =

Seminar Chairman

CONFIDENTIAL

#### ADMINISTRATIVE - INTERMAL USE ONL

#### TRAINING REPORT

HANAGEHERT SCHINAR

Participant: Randall, Frederick

Date: 31 May - 10 June 77

Employee Yumber: 01

Office:

DDO/ISS

Service Designation: D

#### Course Objectives:

At the conclusion of the Seninar, participants should:

- 1. Be more aware of themselves as managers and the organizational environment in which they function:
- 2. Be while to recognize specific ways in which personal and organizational effectiveness can be improved;
- 3. Be able to draw on a backround in management theory and apply team skills in solving a wide range of Agency problems: and
- 4. Have sufficient grasp of selected Agency administrative management systems so that they can apply them to their present and future management positions.

The 'anagement Seminar explores pertinent management functions and processes, such as communication, decision-making, motivation, managing time and change, group involvement, and organizational behavior. The use of lecturettes, guest speakers, case studies, role playing, situational analyses, films, videotapes, and other exercises are involved.

#### Achievement Record:

This is a certificate of attendance only. No attempt was made to evaluate participant achievement in this Seminar.

FOR THE DIRECTOR OF TRAITING.

Valuence C. Newhouse

14 JUL 1977

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17 FEB 1975

#### MEMORANDUM FOR THE RECORD

Meritorious Unit Citation -- DDO/Privacy and Information Coordinator Group

On 12 February 1976 the Acting Director of Central Intelligence approved award of the Meritorious Unit Citation in recognition of the achievements of the DDO/Privacy and Information Coordinator Group since February 1975. The following employees are cited for their contributions to the Group:

	•		
	Frederick C. Randall	Cicely B. Cass	
	Angelo F. Addona	Ellen Lowman	
	Anna J. Langford	Mary Linda Vecellio	
	Harold E. Matter	Jerrie Stauffer	,
•	Helen H. Stilson	Robert C. Newton	
,	Annette B. Swider	Graeme Elberg	
		Donna C. Price	

Recorder Honor and Merit Awards Soard

Distribution: 1 - Each OPF 1 - Exec Sec/HMAB

Recorder/HMAB

17 NOV 1975

MEMORANDUM FOR: Frederick Randall

SUBJECT : Quality

: Quality Step Increase

- 1. My congratulations on the award to you of a Quality Step Increase. This award is in recognition of suporior sustained performance and reflects great credit on you and the job you have been doing.
- 2. I am confident that your future performance will be of continuing high quality.

Hith personal best wishes, where & where

William E. Nelson Deputy Director for Operations

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10 November 1975

MEMORANDUM POR: Acting Chief, EA/PIMS

SUBJECT:

Change of Home Base and Punctional Category

Frederick C. Randall

- 1. The Services Staff recently forwarded to your office a personnel action requesting a change of home-base and functional category for Mr. Frederick C. Randall. This memorandum is intended to provide additional information regarding this change as requested by FA Personnel.
- 2. Mr. Randall was assigned to the Services Staff in February 1975 to serve as the Freedom of Information Officer for the DDO. This assignment followed approximately ten years of service with FR Division. Mr. Randall's performance since reporting to this Staff has been outstanding. He is currently responsible for a staff of 12 employees and with the increasing responsibilities as a result of the enactment of the Privacy Act it is anticipated that additional personnel will be required in order to handle the workload.
- 3. Mr. Randall has been responsive in the handling of ROI requests and is noted for his professionalism, tact, persuasiveness, and analytic skills. He has done an excellent job of establishing realistic manpower requirements for the Privacy and Information Coordinator Staff, keeping up with a heavy workload while training new employees and making constant adjustments as further experience is gained in the administration of the FOI and Privacy Acts.
- 4. It is my opinion, and also CNG's, that Mr. Pandall's strengths are in a staff assignment such as his current one. Therefore, following discussions with Mr. Randall, it was agreed that his home-base and functional category should be changed from EMC to DAC.
- 5. If there are any additional questions concerning this change, I will be glad to discuss it further.

Charles A. Briggs (Chief, Services Staff

CONFIDENTIAL L. 2. mon a .. eller

## SECRET

5 August 1971

MEMORANDUM FOR: Chief, FE Personnel

**SUBJECT** 

: Frederick Randall, GS-14 - Rotational Assignment - DO Division

- 1. The Personnel Management Committee of DO Division reviewed the assignment of Mr. Frederick Randall to DO Division in view of his request for a two year extension of his tour in DO and FE Division's request that DO Division consider changing his Home Base to DO.
- 2. The Acting Chief, DO Division has approved the committee's recommendation that (a) Mr. Randall remain in DO Division. for an additional two years until July 1973, (b) Subject's Home Base not be changed to DO Division since DO does not normally Home Base personnel assigned to us on a rotational assignment, and in view of Mr. Randall's expressed desire for an overseas assignment following his two year extension in DO. Mr. Randall feels that his personal circumstances would permit him to accept an overseas assignment at that time.

Paul S. Latchford Chief, DO Personnel

10 October 1975

MEMORANDUM FOR: Director of Personnel

Chairman, DDO QSI and Honor and Merit Awards Panel THROUGH

**SUBJECT** Request for a Quality Step Increase for Mr. Frederick

C. Randall, GS-14

1. On the basis of the information presented below, it is recommended that a Quality Step Increase be approved for Mr. Frederick C. Randall.

- 2. Mr. Randall has been employed by the Agency since September 1951. He has spent his Agency career in the Operations Directorate serving with East Asia and Foreign Resources Divisions. He has had field assignments in Jakarta and Tokyo and spent four years at FR Base, Washington.
- 3. In early 1975, Mr. Randall was assigned to the Services Staff to serve as the Freedom of Information Officer for the DDO. In spite of the ambiguity of evolving guidelines, constant pressure of short deadlines, a very large volume of work and the cultural trauma the Act and its implementation generated, Mr. Randall's performance has been outstanding. He is noted for his professionalism, tact, persuasiveness, analytic skills, and realistic, while tough-minded, protection of DNO sources and methods. In addition to his FOI responsibilities, Mr. Randall was just designated the Privacy Act Coordinator for the DDO. It is still too early to predict the actual work requirements as a result of this Act, but it is anticipated that Mr. Randall will meet these added responsibilities in the same exceptional manner as he has fulfilled his FOI duties.
- 4. Consideration has been given to the granting of an Honor and Merit Award. However, it is felt that a Quality Step Increase will provide more appropriate recognition of Mr. Randall's outstanding performance during the past seven months in a very challenging and demanding assignment.

Charles A. Briggs Chief: Services Start

Attachments Bio Profile **Fitness Reports** 

E2 IMPDET CL BY 011078

CONFIDENTIAL

SUBJECT: Request for a Quality Step Increase for Mr. Frederick C. Randall, GS-14

APPROVAL RECOMMENDED:

APPROVED:

Director of Personnel

タ かつ・ツーフ』 Date

5 May 1975

MEMORANDUM FOR: Frederick C. Randalle

SUBJECT:

Letter of Instruction

REFERENCE:

DON 1-1289 dated 3 February 1975

- 1. The purpose of this Letter of Instruction is to fulfill my responsibility to provide you with a statement of your responsibilities as the Freedom of Information Officer for the Directorate of Operations, to assist you in focusing your efforts and activities, and to assist me in judging and evaluating your performance and potential.
- 2. Your primary responsibility is to fulfill the requirements of the Freedom of Information Act that pertain to the Directorate of Operations on behalf of the Deputy Director for Operations. To accomplish this, you will be the central point of contact for all FOI matters within the DDO. You will develop procedures designed to ensure that FOIA requests for information are fulfilled or legitimately denied, taking into account both the provisions of the FOIA and existing laws that require the Central Intelligence Agency to protect that information necessary to the continuation of its mission. You will suggest and promote courses of action which should be implemented to fulfill your responsibilities and carry out policies levied upon you by higher authority, including preparation of appropriate rationale and/or options for those cases requiring denial of release by me as the DDO official so authorized.
- 3. You will develop a staff of personnel to assist you in the performance to your mission, and provide effective guidance to them.
- 4. You will be directly responsible to me as the Chief, Services Staff and receive direction and support from me, serving as my Special Assistant. You are encouraged to take maximum initiatives on FOI matters with principal components of the DDO and concerned elements of CIA outside the DDO, keeping me generally informed of your activities.

CL BY 011078 E2 IMPDET

## COMPIDENTIAL

5. You will fulfill any further responsibilities or assignments that may be levied by higher authority.

Charles A. Brings Chief, Services Staff

I have read and understand this Letter of Instruction:

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SUBJECT: FREDWRICK C. RALDALL OFFICE: DW/TR

: 14/7 DATE OF GRADE: CG/04/67 POSITION GRADE: 15

LAST QSI: 57/04/45 REMARKS:

DATE: 10/3/176

Request No. 046246

Oate 29 Jul 1975 of Attendance

In order that my training record may be completed, I certify that I attended the following course but did not receive a completion document from the facility sponsoring the training.

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FACILITY:_	Civil Service Commission	, ,	, .		
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#### QUALIFICATIONS UPDATE

#### READ INSTRUCTIONS CAREFULLY BEFORE COMPLETING, TYPE OR PRINT, AVOID USING LIGHT COLORED INKS

Now that your qualifications are a matter of computer record, they must be periodically updated. This is done automatically for much information; however, some must be obtained directly from you. This form is for that purpose. Section I must be completed in all cases. You need provide other information only if there have been changes since you submitted your Form 4441, "Qualifications Supplement to the Personal History Statement," or a previous update form. If you are in doubt whether information has been previously submitted, enter it in the appropriate section. The signed and dated form should be returned through administrative channels to the File Room, Office of Personnel, Boom 5E-13

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Complete in original. The data recorded on this form is assential in determining travel excenses allowable in commection with leave at government ordered, oversees duty, return to residence upon separation, and for providing current residence and dependency information required in the event of an employee emergency. This form will be filed in the employee's official personnel folder. Grantord (Midyle) PANDALL. 508- 20 -4068 Fredirick RESIDENCE DATA PLACE OF RESIDENCE WHEN INITIALLY EMPLOYED BY AGENCY
SEAT PIERSANT, Ma. LAST PLACE OF RESIDENCE IN CONTINENTAL U.S. (If appointed PLACE IN CONTINENTAL U.S. DESIGNATED AS PERMANENT RESPONDENCE 1823 DOPL DEIVE, MCLERA, VA HOME LEAVE RESIDENCE Alc Lean. 1823 Deer Prive, MARITAL STATUS (Check one) ANNULLED DIVORCED WIDOWED IR MARRIED, PLACE OF MARRIAGE DATE OF MANRIAGE Omaha, Nebroska June 3, 1950 IF DIVORCED, PLACE OF DIVORCE DECREE DATE OF DECREE N.A. IF WIDOWED, PLACE SPOUSE DIED DATE SPOUSE DIED IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S) MEMBERS OF FAMILY ADDRESS (No. Street, City State, Zin Code) 1873 Deen Print, Wellay, Va 356-8204 Fedel Randall Jean Kick & Randall Thomas V Randall JOBN E Randall NAMES OF CHILDREN ADDRESS 14/6/6/ BIRTH SEX 2/12/52 Barbara & Rondall 25/11/58 Clifford E Kandall TELEPHONE NO. HAME OF TOUR MOTHER OF length TELEPHONE NO. Dec. Bernice Kandali YOUR FAMILY IF ANY, HAS SEEN TOLD OF YOUR AFFILIATION WITH THE ORGANIZATION IF CONTACT IS RE-Wife and two sons PERSON TO BE NOTIFIED IN CASE OF EMERGENCY Kandall, Segn RELATIONSHIP HAME (Mr., Mrs., Misc) Wite HOME ADDRESS (NO Street City State 1.0 570) 1815 DOEN Prive, Mc - 811 HOME TELEPHONE HUYNS 356 - 8209 HOME ABBRESS (NO INTEREST COLY STATE FOR COLOT AND NAME OF EMPLOYED IF APPLICANT GUEST FOR FOLLOW SCHOOL COMPOT FORES ON THE THE INDIA COLOR COMPOT FORES ON THE INDIA COLOR COLOR OF AMEDICAND OF FOUR AGENCY APPLICATIONS (11 "NO" ") TO TREESE THAN AS ESTIMATED THE WORLD AS SOLD OF THE COLOR 22101 NAME OF EMPLOYING IT APPLICABLE BUSINESS TELEPHONE & E 40 HIS INCOMES AND REPORTED HAS BEEN SESIGNATED AS SURREMEMBER OF ACCORDANCE OF MINERAL PROPERTY. The guarant named to them I above may also be ruitled in cose of emergency. IF SUCH HOTTERCATION IS NOT DESIRABLE BE-Cause of Abalth or other reasons. Please so state in Item 8 on the Reverse side of this form CONTINUED ON HE CERNE SIDA CURRENT RESIDENCE AND DEPENDENCY REPORT

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After completing three years as a case officer in the Washington Base
I feel that a change of assignment would be beneficial both to myself
and WOFIRM. In past assignments I have served as a field case officer
in several field stations and as a desk chief and staff officer at
Headquarters. My personal/professional interests lie in the field of
international relations in the Far East (I have taught international
politics at the college level and currently am completing a Ph. D.
degree as a part-time after-hour student). I would like to be assigned to a position in which I could utilize my past operational experience
as well as my substantive interests. My first choice would be a tour
with WOHORN, or if a position there is unavailable at this time, a
similar position within WOMACE.
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TO BE COMPLETED BY FIELD STATION
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Subject is highly qualified for a senior staff job requiring
analytical ability in the geographical area of the Far East. As
noted above, Subject has expressed a desire to be assigned to a
position of this type in WOHORN. In view of Subject's professional
interest in the field of International Relations in the Far East, it
is recommended he be assigned to WOHORN, or if a position there is
not open at this time, a similar position within WOMACE.
TO BE COMPLETED BY APPROPRIATE HEADQUASTERS OFFICE
3. IN CONSIDERATION OF THE EXPERITNES AND PERFORMANCE OF THE EMPLOYER, NEW PRECEDINGS FOR NEVER ASSECUTION, AND FAIL STAFFING REQUIREMENTS OF TOUR COMPONENT, INDICATE YOUR COMPONENT'S RECOMMENDATION FOR HIT HERT ASSESSMENT AND TRAINING.
I concur in the recommendation of the Base Chief stated in
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ELECTION, DECLINATION, OR WAIVER OF LIFE INSURANCE COVERAGE FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROSECUI IMPORTANT
AGENCY INSTRUCTIONS
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#### TO COMPLETE THIS FORM-

#### FOLLOW THESE GENERAL INSTRUCTIONS:

- · Read the back of the "Duplicate" carefully before you fill in the form.
- . Fill in BOTH COPIES of the form. Type or use ink.
- . Do not detach any part.

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SIGN AND DATE, IF YOU MARKED BOX "A" OR "C".  COMPLETE THE "STATISTICAL STUB." THEN RETURN  THE ENTIRE FORM TO YOUR EMPLOYING OFFICE.	FOR EMPLOYING OFFICE USE ONLY
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#### TRAINING REPORT

#### Clandestine Services Review Course No. 49 (20 March - 7 April 1966) (64 hours, full-time)

Student:

RANDALL, Frederick C.

Office:

DDP/DG

Year of Birth:

1926

Service Designation:

G3-13 Grade:

No. of Students:

EOD Date:

Sept 1951

#### COURSE OBJECTIVES - CONTENT AND METHODS

This course aims to develop in the Clandentine Services officers and others recently returned from the field an up-to-date awareness of the role of CIA in the United States intelligence community, the relations of the DDI and DDSST areas with the CS, the support available from the offices of the DDS, and the current organization and functions of the Clandestine Services.

The course is presented by lectures given by CIA officials who are directly responsible for the missions, functions, programs, and services discussed. Each lecture is usually followed by a short question period. Approximately 10 per cent of the students' time is scheduled for reading pertinent up-to-date regulations and background summeries.

#### ACHIEVENENT RECORD

This is a certificate of attendance only; no attempt was made to evaluate student achievement in the course.

FOR THE DIRECTOR OF THAINING:

Anden, P. Morali Chief lastmater

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I hereby acknowledge that I have read and understand the contents of Handbook 20-4, Employee Conduct, dated 7 October 1963, and the information brochure for PCS returnees, dated May 1704.

2 Avist 196T

FIEDE-ICK C. HANDALL

CONFIDENTIAL (When Filled In)

Ltr, 6499th Support Group (CR), 11 June 1965, Letter of Commendation

2d Ind (AFNIN)

1 3 JUL 1965

Headquarters USAF, Washington, D. C. 20330

TO: Central Intelligence Agency Headquarters Building 2430 E Street Washington, D. C.

- 1. The attached correspondence regarding Mr. Frederick Randall is noted and forwarded with great pleasure.
- 2. The exemplary cooperation and professional support provided by Mr. Randall have contributed to the overall success of the 6499th Support Group and the national collection program.
- 3. This indorsement is UNCLASSIFIED when standing alone.

jajor General, USAF Assistant Chief of Staff, Intelligence

1st Ind.

TO: Chief, FE Division

33 --- 1985

The Director has noted these letters of commendation and has asked that his own appreciation for a fine performance be expressed to Mr. Randall.

L. K. White

Executive Director - Comptroller

HEADQUARTERS 6499TH SUPPORT GROUP (PACAF) UNITED STATES AIR FORCE APO SAN FRANCISCO 96594

11 JUN 1965

REPLY TO

ATTN OF: CR

SUBJECT: (U) Letter of Commendation

CINCPACAF (DI) HQ USAF (AFNIN) Central Intelligence Agency (Director of) IN TURN

- 1. (S) I wish to commend and make a matter of record the outstanding support rendered to this organization by Mr. Frederick Randall, Area Liaison Coordinating Detachment, Tokyo, Japan, from the period of July 1963 to date. Mr. Randall served as the focal point for 6499th Support Group coordination of various collection operations in consonance with national and service directives. He was at all times most tactful and helpful, and all who came in contact with him left with the feeling that they had met a true professional.
- (S) Mr. Randall contributed greatly to the overall morale and esprit de corps of those persons charged with the responsibility of planning for and initiating new operations to gather data of priority national aerospace interest. He handled potentially embarrassing situations with humor, dignity and aplomb. He gave freely of himself and spent many hours in assisting us in coordinating various operations, discussing the strengths and weaknesses of proposed approaches to collecting information, and in serving as a most effective go-between this headquarters and various station chiefs in other areas when operations under way were multi-national in area. We liked, trusted, and respected him.
- (S) Mr. Randall's outstanding effectiveness as a coordinator of intalligence collections was exemplary in nature and reflected great credit upon him and his parent organization.

WALTER C. VITUNAC

Colonel, USAF Commander

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Ltr, 6499th Support Group (CR), 11 June 1965, Letter of Commendation

lst Ind (DI)

1 JUL 1965

Headquarters Pacific Air Forces (PACAF), APO San Francisco 96553

TO: Headquarters USAF (AFNIN)

Central Intelligence Agency (Director of)

IN TURN

- 1. It is a pleasure to forward this letter commending Mr. Frederick Randall. The knowledge and guidance he has imparted to the 6499th Support Group have greatly contributed to the overall efficiency and productivity of our intelligence collection operations.
- 2. This indorsement in itself does not contain classified information.

DONALD C. SHULTIS

Colonel, USAF

Director of Intelligence

## CONFIDENTIAL

12 JUL 1935

Mr. Frederick C. Randall Quality Step Increase

- 1. I was pleased to learn that you have been granted a quality Step Increase. Such a recognition is proof of the high estess in which you are bold by your supervisors in the Claudestine Services.
- 2. Please accept my personal best wishes. I am confident that your future performence will be of a continuing high quality.

December Piterala Deputy Director for Pleme

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CONTRACTOR

### CONFIDENTIAL

9 JUL 1955

MEMORANDUM FOR:

Head, Clandestins Services Career Service

**SUBJECT** 

Notification of Approval of Quality Step Increase - Frederick Randall

1. I am pleased to send to you the attached official notification of the approval of the Quality Step Increase which you recommended for this employee.

- 2. The salary increase accomplished by the award of a Quality Step Increase is important and tangible evidence of the esteem in which the employee so recognised is held. However, I believe the commendatory and incentive benefits of this award will be partially lost unless it is presented in an appropriate ceremony which will afford the individual recognition among co-workers and supervisory chicials. Also, I believe such recognition serves to inspire other employees to aspire to earning such recognition.
- 3. May I ask, therefore, that you arrange to have this Quality Step increase presented at an appropriate ceremony.

/s/ Policit 3, Entered Emmett D. Echols Director of Personnel

Distribution:

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## COMPLOENTIAL

1 6 JUN 1965

MEMORANDUM FOR: Deputy Director for Plans

ATTENTION:

DDP/OP

SUBJECT:

Request for Quality Step Increase - Frederick C. Randall

1. On the basis of the information presented below, it is recommended that a quality step increase be approved for Frederick C. Randall.

- 2. Mr. Randall has been affiliated with this Agency since September 1951, and has been assigned to the Operational Support Staff at Tokyo since 1961. Mr. Randall's duties are: liaison with the military clandestine intelligence community; commanding officer of a principal Agency military cover unit; supervisor of the Central Registry; supervisor of the local TSD establishment; and Agency participation in a multi-agency CI Repository and an Agency-run multi-agency Central Carding facility. Mr. Randall's primary duty at the Tokyo Station is Station PBRAMPART responsibilities. These responsibilities are broad and highly important to all RAMPART relations throughout the Far East. Through Mr. Randall's intensive effort to strengthern and increase the Agency's role in the coordination of clandestine-collection activities, he has been able to set a positive pattern of effective procedures for coordination of the military services! clandestine collection operations. These procedures are now being emulated wherever possible throughout the Far East. Mr. Randall's tenacity and patience, based on solid operational field and Readquarters experience, have worked to a distinct advantage for the Agency in the RAMPART field. The Chief of Station, Tokyo has stated that the vast improvement in the local coordination Business has been in large part due to Mr. Randall's exceptional ability to do a good job. Burther, as a supervisor and a manager, he has quite successfully handled from 10 to 15 subordinates in the diversified functions listed above.
- 3. During Mr. Randall's total service at the Tokyo Station, he has demonstrated his ability and capability to carry cut a variety of tasks in an exceptary manner. Mr. Randall has been in grade as a GS-13 since September 1958. He has been recommended three times for promotion to GS-14 since 1963. Due to the limited number of promotions made in this grade category, he was not selected. The Chief of Station and Chief, Far kast Division request that Mr. Randall be granted a quality step increase for a long tenure of strong performance and as recognition of an outstanding job well done in his present assignment.

CONFIDENTIAL

## CONFIBENTIAL

4. As stated above, Mr. Randall has continued to perform in an exceptionally strong manner and is expected to continue for the remainder of his present and future assignments. We have considered the presentation of an Honor or Merit Award; but the Division feels that a quality step increase appears to be more appropriate in this particular case due to his extended period of time in grade without promotion. Mr. Randall is scheduled for reassignment in June 1965 and we feel the granting of a quality step increase at this time will indicate our appreciation and recognition of his excellent performance.

William E. Colby Chief, Far East Division

CONCUR:

Juse Miller

24 June 65

APPROVE:

Deputy Director for Plans

Date

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S/C ATT TO TM 309047

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9. PREFERENCE FOR NEXT ASSIGNMENT (continued)	
C INDICATE YOUR PREFERENCE FOR REFF ASSIGNMENT BY IN THE BOXES BELOW:	INSERTING NUMBERS 1, 2 AND 3 (for jet, 3nd and 3rd choice)
2 RETURN TO MY CURRENT STATION	·
BE ASSIGNED TO MEADQUARTERS FOR A TOUR OF E	PUTY. BITH RESPECT TO POSSIBLE ASSIGNMENT IN HEADQUARTERS.
IST. CHOICE FE SUD. CHOI	CE IRO. CHOICE
INDICATE CHOICE OF GEOGRAPHIC AREA OR SPECI	PESPECT TO POSSIBLE REASSIGNMENT TO ANOTHER PIELD STATION. PIC STATION, BASED ON QUALIFICATIONS: CE_MEXICO
10. HOW MUCH LEAVE DO YOU DESIRE BETFEEN ASSIGNMENTS?	INDICATE NUMBER OF WORK DAYS 40
vife age 38  11. INDICATE THE NUMBER AND AGE OF DEPENDENTS WHO WILL  Daughter age	_
Son age 13 Daughter age Son age 12	
11a. INDICATE ANY CHANGE IN YOUR PERSONAL OR FAMILY SITE	UATION WHICH SHOULD BE CONSIDERED IN DETERMINING YOUR NEXT
None	
1	•••
12. SIGNATURE, COMPLETE ITEM NO. 5-1. TRANSMITTAL SMEE	r, TO INDICATE COMPLETION OF ABOVE PORTION OF THIS FORM, PERVISOR AT FIELD STATION
TS. IN CONSIDERATION OF THE PAST EXPERIENCE AND PERFORMAL ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF THE STA	INCE OF THE EMPLOYEE, HIS EXPRESSED PREFERENCE FOR HEXT
AND THAINING has shown definite	supervisory capability. He has done an
outstanding job in the time-consuming func-	nity in Japan. Unfortunately, this function
	allowed us to assign him as much operational
work as we desired. However, in his discus	
	guidance and in this regard his operational
judgment has been excellent and respected 1	
Continued on attached sheet.	
18. SIGNATURE: COMPLETE ITEM NO. 5-2, TRANSMITTAL SHEET	TO INDICATE COMPLETION OF THIS PORTION OF THE FORM.
	E OFFICER OR PERSONNEL OFFICER AT HEADQUARTERS
15. IN CONSIDERATION OF THE PAST EXPERIENCE AND PERFORMA ASSIGNMENT. AND THE STATFING REQUIREMENTS OF THE COM- RECOMMENDATIONS FOR HIS NEXT ASSIGNMENT AND TRAINING	POHENT TO WHICH HE IS CURNENTLY ASSIGNED, INDICATE YOUR
FE Division Requests that Mr.	Randall be assigned to China
Operations in Headquarters upo	n his return from Tokyo, Japan.
	,
16. NAME OF CAREER SCRVICE OFFICER OF PERSONNEL OFFICER	SIGNATURE
Robert L. Staten, CFE/PERS	
PATE 24 February 1965	M. 1. Boulge
FCR USE OF S	AREER SERVICE
NEASSIGNATAL	DISPATCH NO. FTLYS - STOZIALE NO.
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# CONFICENTIAL

#### FIELD REASSIGNMENT QUESTIONNAIRE

Section 13. Continuation. Frederick Randall

has a medical problem with two of his children calling for special schooling facilities. It has reached a point that during the next two years they should be in the Washington area where these special facilities are available. I fully endorse his request in Section 9, above, and recommend he be placed in charge of an area desk.

Communital

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	RE	SIDENCE AND	DEPENDE	CY REPORT		•		٠
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4. NENBERS OF FAMILY		<del></del>		·	<u> </u>	<del></del>		<del></del>
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NAMES OF CHILDREN	· · · · · · · · · · · · · · · · · · ·	ADDRESS (Numb	01)	(Street)	(CIIy)	(51010)	261	AGE
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Thomas Vincer		ļ #	. n		#		ø	11.
Joan Ellen Re		"	n		11		Female	7
Barbara Joan	Randell	<u> </u>		(Street)	11		*	5
Clifford E Phn	dardian) da 11	ADDRESS (Numb	•			(State)	TELEPHONE	
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	IELD REASSIG	MENT QUESTIONNAIRE	,
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8 Frederick Randall		Robert Prenties	
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E AUTHORIZED TO AUTHENTICATE SI VERIFY DATA IN ITEMS NOS. I THRO	EMATURES AND USH 7, DELOW:	Howard E. Eissner	1 Nov 1963
		ETED BY EMPLOYEE	
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SERVICE DESIGNATION (1/ Anom)	8. CURRENT STATION Tokyo	OS LIEFO SVĀE	
. OTHER DUTY STATIONS OF FIELD BASE NODE	B DURING CURRENT TO	Ų.	August 1964
. WRITE A DESCRIPTION OF YOUR MAJOR			
	l Support Secti	on of the Station.	This includes responsi-
bilities for:	lite are intalline	nce units including i	he DCID 5 function
b. acting chief of			ine DCID 3 function
			sting of 7 employees
			e check unit consisting
of 3 employe			
e. general superv	ision of KURIO	T activities includir	ng one outside officer
and one insid			abe a te
f. one operational	contact on a r	egular basis	
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A. BRITE A BRIEF DESCRIPTION OF THE THAT INDICATED IN-STEEL RO. E			NY ADSIGNMENT IF 'FT DIFFERS FROM INDICATE YOUR CHOICEST
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Paris Paris			
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D. PREFERENCE FOR REST ADDIGNMENT (continued)	
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10. NOW MUCH LEAVE DO YOU DESIRE SETULEN ASSIGNMENTS!	
none	INDICATE NUMBER OF FORK DAYS
11. INDICATE THE NUMBER AND AGE OF DEPENDENTS SHO WILL	
	. ,
Not applicable	
18. SIGNATURE: COMPLETE 1720 NO. S.I. TRANSMITTAL SHEE	T, TO INDICATE COMPLETION OF ABOVE PORTION OF THIS FORM.
	PERVISOR AT FIELD STATION
19. IN CONSIDERATION OF THE PAST EXPERIENCE, AND PERF	ORNANCE OF THE EMPLOYEE, HIS EXPRESSED PREFERENCE FOR HEXT
ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF THE ST AND TRAINING:	ATION. INDICATE YOUR RECOMMENDATION FOR WIS BEET ASSIGNMENT
Annroyal of Subject's reque	sted one year extension is clearly
in the interest of the Stat	ion and of KUBARK. His growth in
this and amont has been my	tually profitable and the added year
	all of us in good stead. No training
during this period is recom	Rondod.
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14. BIOMATURE: COMPLETE ITEN 49, 5.3. TRANSMITTAL BREET	. TO INDICATE COMPLETION OF THIS PORTION OF THE FORM.
TO BE COMPLETED BY APPROPRI	ATE SUPERVISOR AT HEADQUARTERS
	RMANCE OF THE EMPLOYEE, HIS EXPRESSED PRESSED FOR HERT
ASSIGNMENT, AND THE STAFFING REGUIDEMENTS OF THE RECUMENCANTIONS FOR HIS NEXT ADSIGNMENT AND TRAINING	DIVISION TO MICH HE IS CHARENTLY ASSISTS, INDICATE YOUR
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	our be extended to June 1965 per
his request, have the time the	the sections
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ELD REASSIGNMENT QUESTIONNAIRL

DO NOT COMPLETE FOR HEADQUARTERS USE

DO NOT COMPLETE FOR MEADQUARTERS USE ONLY

AUTHENTICATION OF BIGNATURES AND VERIFICATION OF ITEMS 1 THROUGH 7, BELOS:

NAME OF EMPLOYEE (EVO)

PRODOTICK Randall

Robort P. Whosler

NAME AND SIGNATURES SIGNATURES AND
VERIFY DATA IN ITEMS NOS. 1 THROUGH 7, BELOS:

HOWARD E. Elssmor

TO BE COMPLETED BY EMPLOYEE

BATE OF BIRTH

2. GRADE

3. CURRENT POSITION TITLE

CONTROL STATION OF FIELD BASE

TO BE COMPLETED BY EMPLOYEE

3. CURRENT STATION OF FIELD BASE

MER DUTY STATIONS OR FIELD BASES DURING CURRENT TOUR

None September 1963
A DESCRIPTION OF YOUR MAJOR DUTIES DURING THE CURRENT TOUR OF DUTY (see special noise on Transmitted Possi):

. ERPECTED DATE OF DEPARTURE

Chief of the Operational Support Section of the Station. This includes responsibility for a) liaison with military intelligence units including the DCID 5 function; b) acting chief of the main military cover unit; c) general supervision of the Central Registry consisting of 6 employees; d) general supervision of the Station name and source check unit consisting of 3 employees; e) general supervision of KURIOT activities including one outside officer and one inside techn ician; f) two operational contacts on a regular basis and others on an ad hoc basis.

s. PARFERENCE FOR HERT ASSIGNMENTS extend for one year in present assignment

A. SAITE A DRIEF DESCRIPTION OF THE TYPE OF WORK YOU WOULD PREFER FOR YOUR REXT ASSIGNMENT IF IT DIFFERS FROM THAT INDICATED IN ITEM NO. S. ABOVE. IF YOU HAVE MORE THAN ONE PREFERENCE, INDICATE YOUR CHOICES.

I would like to extend for one year in my present assignment, until August 1964.

्रात्माको अभिन्द्राती गर्भान्त्राची प्रारक्षी एक मन्त्री एक एक स्मार्ट

B. INDICATE BEAT FRANKING TOU BELIEVE TOU ENOUGH MAYE IN STREET TO SECRETE TOUR VALUE TO FIRE BREAKISATION

None

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9. Presence for mest assissment (considered)  5. INDICATE YOUR PRESENCE FOR MEST ASSISSMENT W INSIRTING MUMBERS 1, 2 AND 8 (for fet, 3nd and 3rd choice
S. INDICATE YOUR PREFERENCE FOR MEET ASSIGNMENT BY INSERTING MUNDERS I, 2 AND 8 (for 1st, 2nd and 3rd choice
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E STATE OF THE STA
TIM REPRET TO A POSSIBLE REASSIONMENT TO MODITY FIELD STATION, INDICATE YOUR 187, 240 AND SAS CHOICE FOR SECONDUITE MEA ON SPECIFIC STATION. BOS DUMBER 9
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See CHOICE
Pro CHOICE:
10; NOW MUCH LEAVE DO YOU DESIDE SETULES ASSIGNMENTS! See number 9
INDICATE MUNICATE PLANT DAYS
11, JUDICATE THE NUMBER AND ARE OF DEPENDENTS OND WILL BE TRAVELLING ON MOVING WITH YOU.
Wife-36; son-11; son-10; daughter-6; daughter-4.
,
18. SISMATURE: COMPLETE ITEM NO. S-1. TRANSMITTAL SMEET. TO INDICATE COMPLETION OF ABOVE PORTION OF THIS FORM.
TO BE COMPLETED BY SUPERVISOR AT FIELD STATION
19, IN CONSIDERATION OF THE PAST EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, MIS EXPRESSED PREFERENCE FOR HEXT ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF THE STATION, INDICATE YOUR RECOMMENDATION FOR HIS WENT ASSIGNMENT
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E. SESSATURE: COMPLETE STEM MO. 5-2, TRANSMITTAL SHEET, TO INDICATE COMPLETION OF THIS PORTION OF THE FORM.
TO BE COMPLETED BY APPROPRIATE SUPERVISOR AT MEADOUARTERS
SE SE CONSIDERATION OF THE PAST EXPENSENCE AND PERFORMANCE OF THE EMPLOYEE, HID EXPARASED PREFERENCE FOR HEXT.  ASSISHINGT. AND THE STAFFING REQUIREMENTS OF THE DIVISION TO MISSION BY CHARENTLY ASSIGNED, INDICATE YOUR
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NAME OF EMPLOYEE	nds//	Frederic		(MILANIA)		CURIL NE		
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THE INDIVIDUAL NAME IN the believes you work to	ED ABOVE WITTING OF	YOUR AGENCY APFIL	LIATION? (II "No" &	ivô name e	i	~	YES	-
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THIS PHOLYLOUAL AUT	HORIZED TO MAKE DEC	ISIONS ON YOUR BEH	ALF! (II "No" give	name and	uditeen of g	erson, II	VE5	L
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# CONFIDENTIAL (When Filled In)

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# TRAVEL AGREEMENT BY STAFF EMPLOYEES ASSIGNED TO PERMANENT DUTY STATION OUTSIDE CONTINENTAL UNITED STATES

- 2. It is understood and agreed that if I terminate for reasons within my control in less than 12 months from the date of arrival at said post, I shall reimburse CIA for all travel expenses, including storage and per diem, incurred in the transporting of myself, my dependents, my household and personal effects and my automobile to my permanent post of duty, and shall pay all return travel and transportation expenses to the United States.
- 3. It is further understood and agreed that if I terminate for reasons within my control subsequent to the twelfth month but prior to the completion of my tour of duty, I shall pay all return expenses for the travel and transportation of myself, my dependents, my household and personal effects and my automobile to the United States.

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# CENTRAL INTELLIGENCE AGENCY WASHINGTON 25, D. C.

#### OFFICE OF THE DIRECTOR

3 APR 1956

MEMORANDUM FOR: Frederick Randall

SUBJECT:

Notification of Membership in the Career Staff

- 1. On behalf of the Director of Central Intelligence, it gives me pleasure to inform you that your application for membership in the Career Staff has been accepted by the CIA Selection Board. The effective date of your membership is 10 September 1954.
- 2. Please indicate that you have received this notification by signing in the space provided below and return it to the Head of your Career Service. He will forward it to the Executive Director of the CIA Selection Board.
- 3. Because your membership in the Career Staff is classified information, it is necessary that this notification be conveyed to you in this manner. The application for membership which you signed has been endorsed on behalf of the Director of Central Intelligence by the Executive Director of the CIA Selection Board and placed in your permanent Official Personnel Folder.

FOR THE DIRECTOR OF CENTRAL INTELLIGENCE

Harrison G. Reynolds
Chairman, CIA Selection Board

Noted:

Frederich Carball

Date: (unc 26, 19:

8 JUL 1958

Selection Staff Office of Personnel

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#### INTEGREE AGREEMENT

27 October, 1955 Washington, D. C.

#### Dear Ir. Frederick C. Randall:

This is a memorandum of agreement between you and the United States Government in regard to your employment by CIA. It is hereby mutually agreed and understood that:

- 1. As an employee of CIA, at the present grade and salary of CS=12 \$2.7570 per annum, you will accept cover employment in the Foreign Service effective as of 27 Oct 155. You will, incofar as consistent with your basic responsibility to CIA, abide by all the rules, regulations, practices and policies of the Foreign Service in order to appear as a conventional member of that establishment. Your appointment to the Foreign Service is being effected at the class of FSR-5 and salary of \$0300 per annum.
- 2. It is understood and agreed that the minimum period of your overseas tour of duty is governed by and coincident with the prescribed tour of duty of your cover organization. Currently, your prescribed tour consists of a period of Two (2) years from the date of your arrival at your overseas post of duty. Your assignment may be terminated earlier for the convenience of CIA, and the length of your tour of duty, as currently specified, may be unilaterally changed by CIA in order to conform with subsequent changes in the prescribed tour of the Foreign Service. If you request termination of your overseas assignment solely for your own convenience, unless it is for circumstances that are considered by the Agency to be beyond your control or if you are terminated for cause either by the Foreign Service or CIA before you have completed the minimum period of service prescribed above from the date of arrival at your overseas post of duty, you will not be entitled to return travel or transportation for yourself or your dependents to the United States at Government expense. If you request termination of your overseas assignment solely for your own convenience, unless it is for circumstances that are considered by the Agency to be beyond your control or 11 you are terminated for cause either by the Foreign Service or CIA before you have completed one (1) year of service from the date of your arrival at your overseas post of duty, you will be required to reimburse the Government for all its exponses for your travel and transportation, and that of your dependents, from the continental United States to such oversome post
- Travel to your post of duty overseas and your return travel to the United States, as well as travel performed overseas which is consistent

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with your cover designation, will normally be at the direction of the Foreign Service. Such travel will be accomplished in conformance with applicable regulations of the Foreign Service except when you are directed for operational reasons to perform travel in accordance with CIA regulations.

- 4. Tou are entitled by this agreement to the payment of a post differential and allowances, based upon your CIA or Foreign Service salary rate, whichever is greater. Payment of your salary, post differential and allowances by the Foreign Service will be full compensation for your services when the total amount is equal to or greater than that payable by CIA. Otherwise, the balance will be paid directly to you by CIA in a manner designated by you in writing and acceptable to CIA. The schedule of allowances applicable to your grade (CIA and Foreign Service) and post of duty are subject to unilateral adjustment by the Government.
- 5. Your status as a CIA employee will continue in full force and effect during your period of duty with the Foreign Bervice, and you will continue to be entitled to all rights, benefits, and employeents of such status. Certain variations in procedure will be required, however, to preserve the security of your cover position.
  - a. All annual and sick leave which will have accrued to your credit at the time of integration into the Foreign Service will be held by CIA pending your transfer from the Foreign Service to CIA. While assigned to the Foreign Service you will be permitted annual leave, sick leave, statutory leave, and loave without pay in accordance with the regulations of that organization. Upon completion of your integration in the Foreign Service your accrued leave will normally be transferred to your credit with CIA. If security conditions require that you be given a lump-sum payment for accrued annual leave, you will be required to pay the gross amount of any such lump-sum payment to the CIA at the time of your reinstatement including any withholding tax deducted by the Foreign Service.
  - b. Upon your integration in the Foreign Service, you will continue to be covered by the provisions of the Civil Service Retirement Act, as amended, and you will be subject to payroll deductions for retirement purposes (now six percent).
- 6. If the CIA considere it undesirable for you to continue the use of your Poreign Service over, your services will be utilized whenever possible in some other appropriate capacity as designated by CIA, unless the structure games are such as to warrant your termination for cause:
- 7. Consistent with your cover activity, you will continue to be responsible for conficence with CIA rules and regulations.

- 8. Authorized instructions which you receive from CIA in briefing. training, or in any other way are a part of this memorandum of agreement and are incorporated herein to the extent that such instructions are not inconsistent with the terms hereof.
- 9. You are not assured upon the completion of your period of duty with the Foreign Service of any status with the Foreign Service based on your services performed with that organization at the request of CIA.
- 10. You will be required to keep forever secret this agreement and all other information which you may obtain by reason hereof, unless you are released in writing by CIA from this obligation. Violation of such secrecy may subject you to criminal prosecution under the espionage law, dated 25 June 1948, as amended, and other applicable laws and regulations. The termination of your employment with CIA will not release you from the obligations of any security oath you may be required to take.
- 11. For your information, a schedule of the allowances currently applicable for an employee of your grade (CIA and Foreign Service) and post of duty is enclosed.

CENTRAL INTELLIGENCE AGENCY

ACCEPTED:

APPROVED:

HARRISON G. REYNOLDS

DIRECTOR OF PERSONNEL

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TO:

All C. I. A. Personnel

QUALIFICATIO'S

FROM:

Personnel Director

DATE 1 DEC 1952

SUBJECT:

PERSONNEL QUALIFICATION QUESTIONNAIRE

- 1. The Agency is currently revising the system for machine coding employee qualifications, thereby permitting more complete and accurate data on all personnel. The new system will aid in implementing Agency policies on promotion from within by facilitating the selection of personnel with desired education and experience for vacancies which may occur. It is also expected that the new system will provide readily accessible statistics for planning and management purposes.
- 2. The attached questionnaire is designed to cover adequately those factors in which the Agency is interested. Although the information is, in a large measure, already reflected in previous forms submitted by you, it is felt that your time within the organization may enable you to emphasize those qualifications pertinent to its needs. The questionnaire also serves to bring your education and qualifications record up to date.
- 3. Your cooperation is requested in completing the questionnaire as thoroughly and accurately as possible and returning it to your Administrative Officer within the time allotted.

Scoole C. Mill George E. Meloon Personnel Director

SECRET Security Information

PO-58 NO. 37-152

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### PERSONNEL QUALIFICATION QUESTIONNAIRE

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Name and location of College or University Major Minor From To Day Night Title Date Hrs  Washington Un. St. Louis, Mo. So. Dak. State Col. Engr. Dec Feb 1/2 About 14  Un. of Cma'ha Govt. Jan Aug 21  George Washington Un. For Sept Pres. 1 AM (To be rect) 51  Washington, D. C. Affrs 50  Trade, Commercial, and Specialized Training:  Attendance Dates From To Tot. mo's Study or Specialization  4. Military or Intelligence Training (full time duty as a student in specialized schools such as intelligence, communications ordnance disposal, command & staff, etc.)  Attendance Dates  Attendance Dates  Attendance Dates  From To Tot. mo's Study or Specialization	graduate (minimum 8 scm. hrs.)													
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### SEC. II. WORK EXPERIENCE

14-00000

CIA Experience: State the specific nature of duties performed with CIA and CIG, starting with your present position. Take position titles from your official personnel papers, if you have personal copies. Please do not request your Official Personnel Folder. Include geographic area and subject matter dealt with, if applicable. Position Title is your classification title such as Geographer, Intelligence Officer, etc. Duty Title indicates your organization position such as - Section Chief, Branch Chief, Administrative Assistant, etc. and is to be filled in only if different to the Position Title. Approximate dates (month and year) are sufficient. Use a continuation sheet, if necessary, to adequately describe your duties.

adequately describe your duties. Description of Duties: Counter Englosege Officer From 10/9/5 To pros. Tot. mos. 14 for Branch of FR Division dealing with Indonest Grade GS27 Salary \$4205 and Malaya. At present Head of the CZ cection which is charged with the responsibility for Office CR coverage of Indonesia and Malaya Position Hile: Intelligence Officer (CR) Duty Br. 5. 88 Div Duty Station, is overseas; Title: Chief CE Sec. Description of Duties: Tot. mos. Position Title: Duty Title: Duty Station, if overseas: ЮШ e Fualitum Tiste Barry Tatte Ville Peratte. fitte 24. 7

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WORK EXPERIENCE (CONT'D.) SEC. II.

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Other than CIA: (Describe work experience for the last 15 years in sufficient detail to permit specific coding of your qualifications. Include military work experience. List last position first.) \* # # \* \* # 2 # \* \*

From Aug. 18To Aug 50 Tot. mo's 24	Exact Title of your position
Classification Grade (if in Federal	
Service) Salary 3600 & Pxp.	Description of Duties Acted as travelling
Number and Class of Employees	representative of Swansons Contacted other
Supervised: None	food processors, U.S. Covit, agencies, and com-
Employer C. A. Swanaca & Sona	mercial outlets, Represented company at conven-
Kind of Business or organization	tions, trade fairs, etc.
(i.e., paper products mir, public	
utility) Food Processor	Duty Station if overseas:
From pag 15To low 16Tot mo's 11 Classification Grade if in Federal	Exact Title of your position Manage Center Chi-
Classification Gradelif in Federal	188 667
Service) Pro. Salary U.S. Air Ford Number and Class of Employees	Description of Duties: Acted as chief of message
Number and Class of Employees	Center for Communications Section of Headquarter
Supervised: About 3 or 4.	Far Pastern Air force (later called Pacific Air
Employer II S. Mr Porce	Service Command) at Mantla, Philippine Islands.
Kind of Business or organization	Superviced the handling and preparation of all
(i.e., paper products mfr, public	types of communications.
utility.)	Duty Station if over seas:
From To Tot. mo's	Exact Title of your position
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Employer	
Kind of Business or organization	
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utility)	Duty Station if overseas:
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fire, paper products nife, public	The state of the s
uttitty)	month and the first and the same and a second commence of the same and

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SEC. II. WORK EXPERIENCE (CONT  3. Special Work Experience: Check you may have been employed.  01 U.S. Secret Service  02 Civil Police  03 Military Police  04 U.S. Border Patrol  05 U.S. Narcotics Squail  06 FBI  07 Criminal Investigation Div.  21 Office of Naval Intelligence  22 Office of War Information  23 Army G-2  20 Office of Strategic Services  SEC. III. FOREIGN LANGUAGES List below the foreign languages in whinclude uncommon modern languages.	an	y 24 25 26 27 28 29 30 31 32 33 34		I S F C A C C A C C A C C A C C A C C C A C C C A C C C A C C C A C C C A C C C A C C C A C C C A C C A C C C A C C A C C C A C C A C C C A C C C A C C C A C C C A C C C A C C C C A C C C C A C	Air For min tra for oo (fii oa ede	Feint nii trace rd	or gn gr gn al in ol	In E	A conte	no lli k rvi c lig es of ts mo	mices Na ces e, jend Sec Info	: A ce tur Sta :e ( :ur orn Fig ati	dm Co ali ali te Cri ity nat ur	De De A	tio tio	nej man	n.	
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LANGUAGE	Equivalent to	Native Fluency 4	Fluent but obviously	Foreign *	Adequate for	Research **	Adequate for	Travel	Limited	Knowledge		Native of	Country	Prolonged	Residence	Contact	(Parents, etc.)	Academic Study (Inc. CIA trainine)
Similah		_[								ĸ.	-	L						_ X
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If you have checked 'Fluent' for a language weltten form (e.g., Arabic), expla specialized Language Competence: De tavolving vocabularies and terminology cattons, and military fields. List the 1	in v	b.	e e	bi sc	ht	o e !	en lo	do :,	s h	er oec gin	iali are	ize rin	त । त ।	an (e)	gui	age		OTK

#### SEC. IV. AREA KNOWLEDGE

1. List below any foreign countries or regions of which you have knowledge gained as a result of residence, travel or study. Study can mean either academic study, or study of a foreign country resulting from an intelligence, military, commercial or professional work assignment.

Country or Region	Dates of Residence, Study	Manner in Wl Was Aquired		
	Etc.	Residence	Travel	Study,
Philippine Is.	1946	Company of the second of the s	والمعتدا سران	
Inderesta	1951-1952			
Kaleye	1951-1952			
•				- 44

2. Specialized Knowledge of Area
List specialized knowledge of foreign country such as knowledge of terrain,
coasts and harbors, utilities, railroads, industries, political parties, etc.,
gained as a result of study or work assignment. Include name of employer
or organization.

	W	
Country	Type of Knowledge	How and When Gained
Indeposia	Political History	1951-1962 research & study on Independent deal

SEC. V. ÆYPING AND STENOGRAPHIC SKILLS (PRESENT UTILIZATION)

Skill	Per Cent of Time Used	Not Used	WPM (Approximat Proficiency)		Skill	-	
Lyping	14- 16	2.	25	1.	Yes	2.	(Ng
Shorthand		٤.		1.	Yes	2.	No
Shorthand	System: 1.	Manual 2.	Machine 3. Spee	dwriting.			

SEC. VI. LICENSES, HOBBIES, SPECIAL QUALIFICATIONS

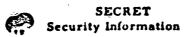
1. Licenses: List any licenses or certi-	2. Hobbies: List any hobbies such
lication such as teachers, pilot, marine,	as sailing, skiling, writing, or
etc.	other special qualifications.
	Music (collection of recordings
	and study of subject)

SEC. VII. PROFESSIONAL AND ACADEMIC HONORS

	List any professional or academic associations or honorary societies in which you hold membership.
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SEC. VIII. PUBLICATIONS	· · · · · · · · · · · · · · · · · · ·				·	<del></del>
List below the type of writing (	non-fiction:	profess	ional	or scier	tific art	icles,
general interest subjects, curr						ories, etc.
of any published materials of w	hich you we	ere autho	PLOL	co-autho	F.	
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EC. IX. INVENTIONS	•	• •				
Describe any devices you have i	nvented as	to type	of wo	rk for wi	ich inte	nded ····
and whether patented.	•				٠,	<b>.</b>
Device					atented	74,124
			(1)	Yes	(2)	No
			.(1)	Y e.s	(2)	No
			<u>-(1)</u> -	Yes	(24)	No
EC, X, CIA TESTS		٠ . ٠				`r_~~~
Describe below the type of tests	which you	have tak	en in	CIA:	· · ·	, <del></del>
Type of Test		÷			Date	Taken
			,			
			,			
EC. XI, PHYSICAL HANDICAPS	•					
List any physical handicaps you r	nay have.					
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,			<del></del>			
	<del></del>	<del></del>		**************************************		
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C. XII. OVERSEAS ASSIGNMÉI	NT					
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1) 2 year Tour x (2) 4 year	Four (3	Not in	teres	tëd .	······································	
C. XIII. WORK ASSIGNMENT						
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view of your total experience a	na eaucatio	in, for w	nat a	ssignmei	nt in ClA	do
ou think you are best qualified?		<del></del>		·		·····
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After completion of field as	signeeth w	III reass	<u> </u>	tatus.	Do not de	airo to
continua specialization in						
covert operations work both						

## Security information

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1. Present Draft Status	Samulan Ant of 10489 - Yes No.
Have you registered under the Selective	Selvice Wet of 1449 5 Mes
If yes, indicate your present draft clas	silication IV A
A THE COUNTY OF THE SECOND CONTRACTOR	
2. Present Reserve or National Guard Sta	tus
Do you now have Reserve or National C	inata Status I se X No.
If yes, complete the following.	Same and the same of the same
1. National Guard	
2. Air National Guard	e constitution of the second
3. Active Reserve Status (member of	organized unity
4. Inactive Reserve Status	
a la company	Location
Service Grade_	Location
Reserve Unit with which currently aftil	lated
Service Mobilization Assignment, if an	ÿ <u> </u>
Location of Service Records, if known	
a we are managed	
C. XV. CIA TRAINING  List the training courses or subjects ye	ne haire taken while in the CIA
	(from) Dates (to) Hou
Course of Subject	
Besic Orientation Course	October 1951
Yperations Course	November December
	1 7 5-> 50
Covert Activities Instruction	Jan-Fab 52
Counter Espionago	Nev 52
Gounter Espionage Staff Indectrination	
Counter Espionage Staff Indestrination	May 52 Dec 1951
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Gounter Espionage Staff Indectrination  C. XVI. REMARKS Use this space to indicate any other quanot describe above.	May 52 Dec 1951

Security Information

RANDALL, Frederick C.

STATEMENT OF FEDERAL CIVILIAN AND MILITARY SERVICE  FIDERAL CIVILIAN SERVICE .BICIN WITH THIS AGENCY AND FOLLOW IN RIVERS (CHROPOLOGICAL ORDER)  FIDERAL CIVILIAN SERVICE .BICIN WITH THIS AGENCY AND FOLLOW IN RIVERS (CHROPOLOGICAL ORDER)  FIDERAL CIVILIAN SERVICE .BICIN WITH THIS AGENCY AND FOLLOW IN RIVERS (CHROPOLOGICAL ORDER)  FIDERAL CIVILIAN SERVICE .BICIN WITH THIS AGENCY AND FOLLOW IN RIVERS (CHROPOLOGICAL ORDER)  FIDERAL CIVILIAN SERVICE .BICIN WITH THIS AGENCY AND FOLLOW IN RIVERS (CHROPOLOGICAL ORDER)  FIDERAL CIVILIAN SERVICE .BICIN WITH THIS AGENCY AND THE COURT THE MINISTER LEAVE)  FOLIA CIVILIAN SERVICE .BICIN SERVI	نيب بنسم					-						
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FORM NO. 37-79 MAY 1960 37-79 STANDARD FORM 61 (REVISED AUGUST 1985)
PROMULGATED BY CIVE, SERVICE COMMISSION
FEDERAL PERSONNEL HARUAL

#### APPOINTMENT AFFIDAVITS

IMPORTANT.—Before swearing	& to these appointment affidavits,	you should read	l and understand the
	g to these appointment affidavits, attached information for appoin	ntee	Te was a general company in the wife

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NOTE.—If the oath is taken before a Notary Public the data of expiration of his commission should be shown.

### DECLARATION OF APPOINTEE DECLARATION OF APPOINTEE DECLARATION OF APPOINTEE

This form is to be completed before entrance on duty. Answer all questions. Any false statement in this declaration will be grounds for cancellation of application or dismissal after appointment. Impersonation is a criminal offense and will be procedured accordingly.

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#### INSTRUCTIONS TO APPOINTING OFFICER

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ECTION C.	, Pr	ronunciatio	n (42)				
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2. WHILE HATIVES CAN DETECT A	N ACCENT IN MY PRON	JUNCIATION 1	THEY HAVE N	0 0155100	LTY UNDERSTANDIN	S ME.	
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	CONTINUATION OF PART II-LANGUAGE ELEMENTS (	E OF PERL
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(3) I BET ALONG OUTTE FELL IN SI	TUATIONS OF BAILY LIFE AND THAYEL AND CAN CONDUCT	BOUTIAL BUSINESS IN PARTICULAR FIELD
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5. I WAVE NO ABILITY TO USE TO	HE LANGUAGE IN ANY OF THE ABOVE RESPECTS.	
ECTION E.	Understanding (44)	
I UNDERSTAND NON-TECHNICAL NEARLY EVERYTHING I NEAR O	L CONVERSATION ON ALL SUBJECTS FORM FACE TO FACE ON THE MADIO AND AT THE MOVIES PLAYS, AND LECTUR	AND ON THE TREETHOURS ! UNDENSTAND ES.
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5. 1 AM NOT ABLE TO UNDERSTANT	D THE SPOKEN LANGUAGE.	
BEFORE CONTINUING - C	CHECK PART II TO ENSURE THAT YOU HAVE CIRCUED ONE	NUMBER PER SECTION.
	ART 111-EXPERIENCE AS TRANSLATOR OR INTERPRETER (	45)
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2. I HAVE HAD EXPENSENCE AS AN	I INTERPRETER.	
3 BOTH OF THE ABOVE STATEVENT	S APPLY.	
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	PART IV-CERTIFICATION	
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SECTION X CONTINUES FROM PAGE & LIST MY SIGNIFICANT PUBLISHED MATERIALS OF WHICH YOU ARE THE AUTHOR (Do not submit copies onless requested).
INDICATE 1.122. SUBJECTION DATE, AND TYPE OF SHITING (Sun. firtum, octombride articles, general interest subjects, novels, short stories, etc.) a. INDICATE ANY DEVICES MICH TOU MAVE INVENTED AND STATE PARTIES OF NOT THEY AND PATENTED LIST ANY PUBLIC PERING AND PUBLIC ALLATIONS EXPENIENCE. SECTION AT COCAMIZATION WORK EXPENIENCE - SINCE LAST CONFLETION OF A PERSONNEL QUALIFICATIONS COLSTIONNAINE GS-12 DDP/FE/MIA/Djakarta 1. INCLUSIVE DATES (From. and for) Dec 1955 - May 1958 NOTES NOTES AND THE PROPERTY OF STREET FI Field Case Officer . DESCRIPTION SP OUTIES Field Case Officer for six FI Operations XHEK DDP/FE/PLAYI July 1958 - Present Indonesian Desk Chief 4. NO. OF EMPLOYEES UNDER YOUR DERECT SUPERVISION 15 4. DESCRIPTION OF OUTLES In charge of Indonesian Desk. to INCLUSIVE BATES (From- and, To-) 2. SPADE 3. OFFICE/BIFESTON/BHANCH OF ASSIGNMENT OF EMPLOYEES LUCER YOUR DIRECT 4. DESCRIPTION OF CULLES

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4. NO, OF EMPLOYEES UNDER YOUR DIRECT | 8. OFFICIAL POSITION TIPLE

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BELATIONDHIP		• ] •	CITIZENSHIP	MAIL ADDRESS
Wife	1926	×	U.S.	2961 Sycumore St. Alex., Va.
Son	1951	×	U.S.	Same as above
Son	1952	x	U.S.	Same as above
Daughter	1956	*-	U.S.	Same as above
Daughter	1958	×	U.S.	Same as above
	3 4 7			
• • • ·		,	1	5 4
	Wife Son  Daughter	CHILDREN AND OTHER ASE NOT SELF.  4  WATION FOR ALL CHILDREN AND DEFE  SELATION PHIP VEAR OF BIRTH  Wife 1928  Son 1951  Son 1952  Daughter 1958  Daughter 1958	### 1926 x    Son 1952 x   Daughter 1958 x	CHILDREN AND OTHER CIPTACETS  ARE NOT SELF.  4 Description on vou for a self support on children and defendents  Wation for all children and defendents  Wife 1926 X U.S.  Son 1951 X U.S.  Daughter 1956 X U.S.  Daughter 1958 X U.S.

ADDITIONAL COMMENT AND/OR CONTINUATION OF PRECEDING ITEMS

Trictical Charlass

## **EPERSONAL HISTORY STATEMENT**

Instructions: 1. Answer all questions completely. If question is not applicable write "NA." Write "unknown" only if you do not know the answer and cannot obtain the answer from personal records. Use the blank pages at the end of this form for extra details on any question or questions for which you do not have sufficient room.

2. Type, print, or write carefully; illegible or incomplete forms will not receive consideration.

HAVE YOU READ AND DO YOU UNDERSTAND THE INSTRUCTIONS?

Year Training The Personal Background

A FULL NAME M. Frederick Training The Month of the Month of Training Train

(1)

HAVE YOU TAKEN STEPS TO CHANGE PRESENT CITIZENSHIPT NO ... GIVE PARTICULARS:

:>--=

F244 F2 30-1

	E. IF BORN OUTSIDE U. S. WHEN DID YOU FIRST ARRIVE IN THIS COUNTRY? NA
	PORT OF ENTRY? ON PASS PORT OF WHAT COUNTRY?
	LAST U. S. VISA NA (Number) (Type) (Place of Issue) (Date of Issue)
GWA-Maria	
SEC.	2. PHYSICAL DESCRIPTION
	AGE 24 SEX Male HEIGHT 5' 10' WEIGHT 160 1bes
•	EYES BLUE HAIR Brown CONFLEXION Pute SCARS Bone
	BUILD Medium OTHER DISTINGUISHING FEATURES Rome
SEC. S	A MARITAL STATUS
	A. SINGLE WIDOWED WIDOWED WIDOWED
	STATE DATE, PLACE, AND REASON FOR ALL SEPARATIONS, DIVORCES OF ANNULMENTS
	B. WIFE OR HUSBAND (IF YOU HAVE BEEN MARRIED MORE THAN ONCE—INCLUDING ANNUL- MENTS—USE A SEPARATE SHEET FOR FORMER WIFE OR HUSBAND GIVING DATA REQUIRED BELOW FOR ALL PREVIOUS MARRIAGES.)  NAME OF SPOUSE Irms Jean Fodel Randall  (First) (Middle) (Maiden) (Last)
	PLACE AND DATE OF MARRIAGE June 3. 1950. Cusha. Nebraska
1 2 4 1	HIS (OR HER) ADDRESS BEFORE MARRIAGE 121 S. 58th Ave., Omaha, Nebr., USA. (St. and Number) (City) (Salar) (Country)
- '	LIVING OR DECEASED LIVING DATE OF DECEASE NA CAUSE
	PRESENT, OR LAST, ADDRESS Apt. 25-1, 7000 Draig Stan Sout Pleasant Md. US/
	DATE OF BIRTH Nov. 20. 126PLACE OF BIRTH Rock Springs, Woming, USA (COV) (State)
	IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY NA
	CITIZENSHIP USA WHEN ACQUIRED? Birth WHERE?
-	OCCUPATION Personnel olerk LAST EMPLOYER US Govt., Office of Frice Ste
	EMPLOYER'S OR BUSINESS ADDRESS Oth & Jefferson Dr. S. Man Fast ington, D. Q. (St. and Number) (City) (Stand)
	MILITARY SERVICE FROM NODO TO

1. NAME None (Expecting June, 1951)	) Belationship .		A
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· · · · · · · · · · · · · · · · · · ·	RELATIONSHIP		7.
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L NAME	RELATIONSHIP	Sect States Water	, A
	Pag:	City) (Stěže)	
FATHER (Give the same information for	stepfather and/or gu	ardian on a se	pa
FULL NAME Clifford Edgar Rand	áll		
		(Lêst)	-
LIVING OR DECEASED LIVING DATE	OF DECEASE	CAUSE .	
•	-		
PRESENT, OR LAST, ADDRESS2737. M			
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IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY

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	EMPLOYER'S OR	OWN BUSINESS A	DDRESS			
	MILITARY SERVI	CE FROM . None	TO	L and Number)	(CH OF SERVIC	E
	COUNTRY		DETAILS O	ў отнев <u>ё</u> с	VT. SERVICE,	U. S. OR FOREIGI
	***************************************					
SEC.	7. BROTHERS AND	SISTERS (Înclud	ing half-, ste	p and ado	oted brothers	nd sisters):
	L PULL NAME	Clifford Big	mr Rendell		71. 8 -	
,		SS 4419 Spen	lding, Cas	niem) h <b>a, Hobra</b> i	ka, USA	USA
•	Present Addre	ury Margarot Re	ndall Clie	STATES	The state of the s	ACE - 29
	2 FULL NAME	SS 2006 Martin	Ave., Cinc	ha, Nobrae (Siale)	ta, USA	USA (Chiangala)
	3. FULL NAME					AGE
	PRESENT ADDRE	SS (St. and Number)	(City)	(State)	(Country)	(Citionable)
•	A COLL NAME	(Piral)	· · · · · · · · · · · · · · · · · · ·	(Iddiji)		AGE
	PRESENT ADDRES	SS(St. and Number)	(Chy)	(State)	(Country)	(Citisénship)
	& FULL NAME		(CRF)	(iddis)	(Country)	AGE
	PRESENT ADDRÉS	(St. and Number)	(City)	(State)	(Country)	(Citizenship)
Sec. 8.	FATHER-IN-LAW				,	•.
,	FULL NAME	Brass Scraff	no Pedel			<u> </u>
	LIVING OR DECEA	SED Living	OA DATE OF DEC	HASE		iet) E.,
	PRESENT, OR LAST	r, address	Ol Gennes &	cus Ave.,	Rook Sprin	LEO, WYO., UDA
	DATE OF BIRTH	4-26-99 PLAC	E OF BIRTH	How	York, Hen 1	erk
*	IF BORN OUTSIDE	u, s, indicate da	ATE AND PL	ACE OF ENT	'RY	- BA
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	CITIZENSHIP U	M WHEN AC	QUIRED?	Hirth	WHERE!	(State) (Country)
	OCCUPATION	Heckenith	LAST EMP	LOYER	nion Paoifi	o Railroad

Sec.	9. MOTHER-IN-LAW
.•	FULL NAME Nabel Corothy Potter House Sodel
	LIVING OR DECEASED LIVING DATE OF DECEASE CAUSE
	PRESENT, OR LAST, ADDRESS 701 Connectigut Ave. Rock Springs, Myo. USA
	DATE OF BIRTH 5-5-1900 PLACE OF BIRTH Book Springs Myoning
	IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY
	CITIZENSHIP USA WHEN ACQUIRED! BLESS WHERE!
. <u> </u>	OCCUPATION HOLSONICS LAST EMPLOYER
SBC.	10. RELATIVES BY BLOOD, MARRIAGE OR ADOPTION, WHO EITHER LIVE ABROAD OR WHO ARE NOT CITIZENS OF THE UNITED STATES:
٠.	1. NAME RODE RELATIONSHIP AGE
	CITIZENSHIP ADDRESS(St. and Number) (City) (State) (Country)
	2. NAMEAGE
	CITIZENSHIP ADDRESS(State) (Country)
	8. NAME AGE AGE
, ,	CITIZENSHIP ADDRESS (St. and Number) (City) (State) (Country)
SEC.	11. RELATIVES BY ELOOD OR MAKRIAGE IN THE MILITARY OR CIVIL SERVICE OF THE U.S. OR OF A FOREIGN GOVERNMENT:
-	1. NAME NGR2 RELATIONSHIP AGE
	CITIZENSHIP ADDRESS (St. and Number) (City) (State) (Country)
	TYPE AND LOCATION OF SERVICE (IF KNOWN)
	8. NAME AGE AGE
	CITIZENSHIP ADDRESS (St. and Number) (City) (State) (Country)
,	TYPE AND LOCATION OF SERVICE (II' KNOWN)
•	8. NAME AGE RELATIONSHIP AGE
	CITIZENSHIP ADDRESS (Gity) (State) (Country)
	TYPE AND LOCATION OF BERVICE (IF KNOWN)

## SEC. 12 POSITION DATA

14-00000

	A. KIND OF POSITION APPLIED FOR
	R WEAT IS THE LOWEST ANNUAL ENTRANCE SALARY YOU WILL ACCEPT! \$ 5825.  (You Will Not Be Considered For Any Position With A Lower Entrance Salary.)
	C. IF YOU ARE WILLING TO TRAVEL SPECIFY: OCCASIONALLY Zee
.,	FERQUENTLY BO CONSTANTLY
	D CHECK IF YOU WILL ACCEPT APPOINTMENT, IF OFFERED: IN WASHINGTON, D. C
	ANYWHERE IN THE UNITED STATES OUTSIDE THE UNITED STATES
	E IF YOU WILL ACCEPT APPOINTMENT IN CERTAIN LOCATIONS ONLY, SPECIFY LOCATIONS:  EXTRACT: In the greater mobilities area, or in some foreign areas.
SEC. 1	S. EDUCATION
	ELEMENTARY SCHOOL Olifton Rill ADDRESS Occaha, Habracka USA (Conarr)
	PATES ATTENDED1930-1959 GRADUATE? Yes GRADUATE?
	Mich School Porson Righ ADDRESS Conha, Hobraska USA (City)
	DATES ATTENDED
//	wachington University. St. Louis, Rissouri USA  COLLEGE South Dakota State Collaborers Brockings, South Dakota USA  Pro-engineering (City)
	Major and Specialty Tears completed One-half.
	DATES ATTENDED. Sedan 1944 strong 1945. DEGREE MAN Mone University of Council One of Notice Use
	University of Chana Chaha, Nebranka USA  COLLEGE GOVERNMENT (Chap) (Chap) Two and She-half
	MAJOR AND SPECIALTY
	PATES ATTENDED _Cateber 1950-Sept. 195k _ DEGREE AH (complete requirements Sept. 151)
1 1	CHIEF UNDERGRADUATE COLLEGE SURJECTS . Coverment. Bistory. Mathematico
	Chemistry, Political Science, Economics
1   1	CHIEF GRADUATE COLLEGE SUBJECTS International Policies, International
	Organization, Latin American Politics, Informational Law

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14. ACTIV	/E U. S. OR	FOREIGN M	ILITARY SI	ERVICE			
	USA	•	Army Air P	orces	PFO	5/16/45	11/28/46
	(Country)		(Service)		(Rank)	. 11	alm of Burvirol
	Pagific	Air Sarvio	<u>e Command.</u>	Manila. P.	117149	257 Hog	orable
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EMPLOYING FIRM OR AGENCY  ADDRESS. 1202. Douglas. St.  (St. and Number)  KIND OF BUSINESS. Food. Manual:  TITLE OF JOB. Marmafactures  YOUR DUTIES I represented.  handling Syrnson merchan-  of the sales and distribut  of the sales and distribut  of the sales and distribut  The products of the sales and distribut  The products of the sales and distribut  ANDRESS. 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SEC.	20. GIVE THREE NEIGHBORS AT Y	OUR I	LAST	NORMAL RE	SIDEN	CE IN 7	THE U.
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	a Mar and Mus. T. M. 24.	20.51.01		Street and Number		City	Stat
	1. Mr. and Mrs. J. F. Stark			nk. 1277 Virt St.		a. Nabri	nekn
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_	FROM June 1950 T	Sept 1950.	5014 Izard S	te Omeha	Nobraske,	(Country)
	FROM 1949 T	June 1950	2727 Wyoming		4 4	
	FROM 1926 T	1949	4279 Wirt St	root, Omeh	a. Nebrask	(Country)
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SEC.	24. CLUBS, SOCIETIES LIST NAMES AND AD PLOYEE GROUPS, ORG OF, ANY ORGANIZATIC WHICH YOU BELONG	DRESSES OF AI ANIZATIONS OF ON HAVING HE	LL CLUBS, SOCIE ANY KIND (INC ADQUARTERS OR	TIĒS, PROFE LUDE MEMI	ERSHIP IN,	OR SUPPORT
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SEC.	25. MISCELLANEOUS				1121
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	D. HAVE YOU EVER BEEN IF ANSWER IS "YES," GI		нге у мемві	CH OF THE ARY	ED FORCES!
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SEC. 26. PERSON TO BE NOTIFIED IN CASE OF EMERGENCY:  NAME Mrs. John Rendell Relationship Mice.  ADDRESS APT 25-13 TOOD Traig Str. Seat Pleagant, Md. USA.  (GO) (GO) (GO) (GO)  BC. 27. YOU ARE INFORMED THAT THE CORRECTNESS OF ALL STATEMENTS MA HEREIN WILL BE INVESTIGATED.  ARE THERE ANY UNPAVORABLE INCIDENTS IN YOUR LIFE NOT MENTIONED ABOVE WH MAY BE DISCOVERED IN SUBSEQUENT INVESTIGATION, WHETHER YOU WERE DIRECT INVOLVED OR NOT, WHICH MIGHT REQUIRE EXPLANATION! IF SO, DESCRIBE. IF N ANSWER NO.  NO.  10. 28. I CERTIFY THAT THE FOREGOING ANSWERS ARE TRUE AND CORRECT TO THE BEST OF MY KNOWLEDGE AND BELIEF, AND I AGREE THAT ANY MISSTATEMEN OR OMISSION AS TO A MATERIAL FACT WILL CONSTITUTE GROUNDS FOR I MEDIATE DISMISSAL, OR REJECTION OF MY APPLICATION.  SIGNED AT Seat Pleagant, Maryland DATE May 4, 1951.  JOHN PARTS OF MY APPLICATION.			Warra ?				
NAME   No. John Rendell   RELATIONSHIP   MARCHARD   MAR	-	************	None		47		********
EC. 26. PERSON TO BE NOTIFIED IN CASE OF EMERGENCY:  NAME		********		ng ang stranger of the Education of the Contract of the Contra	*********		hashausaaaneeaaree
EC. 26. PERSON TO BE NOTIFIED IN CASE OF EMERGENCY:  NAME   Mrs. John Rendell   Relationship   Market    Address   Apt. 25-J. 7000   Trie Str. Seat Pleasant   Md.   USA    (Cop)   (Cop)   (Cop)   (Cop)    EC. 27. YOU ARE INFORMED THAT THE CORRECTNESS OF ALL STATEMENTS   MA    HEREIN WILL BE INVESTIGATED.  ARE THERE ANY UNPAVORABLE INCIDENTS IN YOUR LIFE NOT MENTIONED ABOVE WH    MAY BE DISCOVERED IN MICHELEURE EXPLANATION! IF SO, DESCRIBE IF N    ANSWER NO.?  NO.  28. I CERTIFY THAT THE POLECOING ANSWERS ARE TRUE AND CORRECT TO THE BEST OF MY KNOWLEDGE AND BELIEF, AND I AGREE THAT ANY MISSTATEMEN OR OMISSION AS TO A MATERIAL FACT WILL CONSTITUTE GROUNDS FOR I    MEDIATE DISMISSAL OR REJECTION OF MY APPLICATION.  SIGNED AT   Seat Pleasant, Maryland   DATE   MSY 4, 1951.    Copyetal Market   Maryland   DATE   MSY 4, 1951.    Copyetal Market   Maryland   DATE   MSY 4, 1951.    Copyetal Market   Maryland   DATE   MSY 4, 1951.    Copyetal Market   Maryland   DATE   MSY 4, 1951.    Copyetal Market   Maryland   DATE   MSY 4, 1951.    Copyetal Market   Maryland   DATE   MSY 4, 1951.    Copyetal Market   Maryland   DATE   MSY 4, 1951.    Copyetal Market   Maryland   DATE   MSY 4, 1951.    Copyetal Market   Maryland   DATE   MSY 4, 1951.    Copyetal Market   Maryland   DATE   MSY 4, 1951.    Copyetal Market   Maryland   DATE   MSY 4, 1951.    Copyetal Market   Maryland   DATE   MSY 4, 1951.    Copyetal Market   Maryland   DATE   MSY 4, 1951.    Copyetal Market   Maryland   DATE   MSY 4, 1951.    Copyetal Market   Maryland   DATE   MSY 4, 1951.    Copyetal Market   Maryland   DATE   MSY 4, 1951.    Copyetal Market   MSY 4, 1951.    Copyetal Market   MSY 4, 1951.    Copyetal Market   MSY 4, 1951.    Copyetal Market   MSY 4, 1951.    Copyetal Market   MSY 4, 1951.    Copyetal Market   MSY 4, 1951.    Copyetal Market   MSY 4, 1951.    Copyetal Market   MSY 4, 1951.    Copyetal Market   MSY 4, 1951.    Copyetal Market   MSY 4, 1951.    Copyetal Market   MSY 4, 1951.    Copyetal Market   MSY 4, 1951.    Copyetal Market   MSY 4							
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ADDRESS APT 25-V. TOOO Groig Str. Seat Pleasant. Md. (Country)  EC. 27. YOU ARE INFORMED THAT THE CORRECTNESS OF ALL STATEMENTS MA HEREIN WILL BE INVESTIGATED.  ARE THERE ANY UNPAVORABLE INCIDENTS IN YOUR LIFE NOT MENTIONED ABOVE WH MAY BE DISCOVERED IN SLEEGUENT INVESTIGATION, WHETHER YOU WERE DIRECT INVOLVED OR NOT, WHICH MIGHT REQUIRE EXPLANATION! IF SO, DESCRIBE. IF N ANSWER "NO."  NO.  10. 28. I CERTIFY THAT THE FOREGOING ANSWERS ARE TRUE AND CORRECT TO THE BEST OF MY KNOWLEDGE AND BELIEF, AND I AGREE THAT ANY MISSTATEMEN OR OMISSION AS TO A MATERIAL FACT WILL CONSTITUTE GROUNDS FOR I MEDIATE DISMISSAL OR REJECTION OF MY APPLICATION.  SIGNED AT Seat Pleasast, Maryland	ec. 2	6. PERSON	TO BE NO	rified in case of	F EMERGEN	CY:	<u>.</u>
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